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1988-1989 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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Food Marketing Institute

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INTRODUCTION

The 1988-1989 Management Compensation Study provides data on compensation levels for 55 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, annual incentive/bonus plans, long-term incentive plans, and benefits. Seventy-eight companies participated in this year's survey.

The compensation data gathered in the study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey, should be directed to:

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Research Director
Food Marketing Institute
Suite 700
1750 K Street, N.W.
Washington, DC 20006

(202) 452-8444

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EXECUTIVE SUMMARY

The 1988-1989 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 55 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, incentive plans, and benefits. This executive summary section includes highlights from the survey report and, to provide a broader frame of reference, provides comparisons where possible to practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 216 durable and nondurable manufacturing and nonfinancial services companies.

PARTICIPATION

Seventy-eight companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry.

PARTICIPATING COMPANIES
- By Size -

SALES CATEGORY	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	17	22%
$250 - 499 Million	12	15
$500 - 999 Million	17	22
$1 Billion and Above	32	41
	78	100%

Some highlights are:

SALARY PLANNING

Participants provided estimates of salary range revisions and merit increase budgets. Approximately 85 percent of the companies have increased (or will increase) salary ranges in 1989. Seventy-eight percent plan to increase ranges in 1990.

ESTIMATED SALARY RANGE ADJUSTMENTS

EMPLOYEE CATEGORY	1989 ACTUAL	1990 PLANNED
Salaried Nonexempt	4.5%	4.5%
Exempt	4.5	4.5

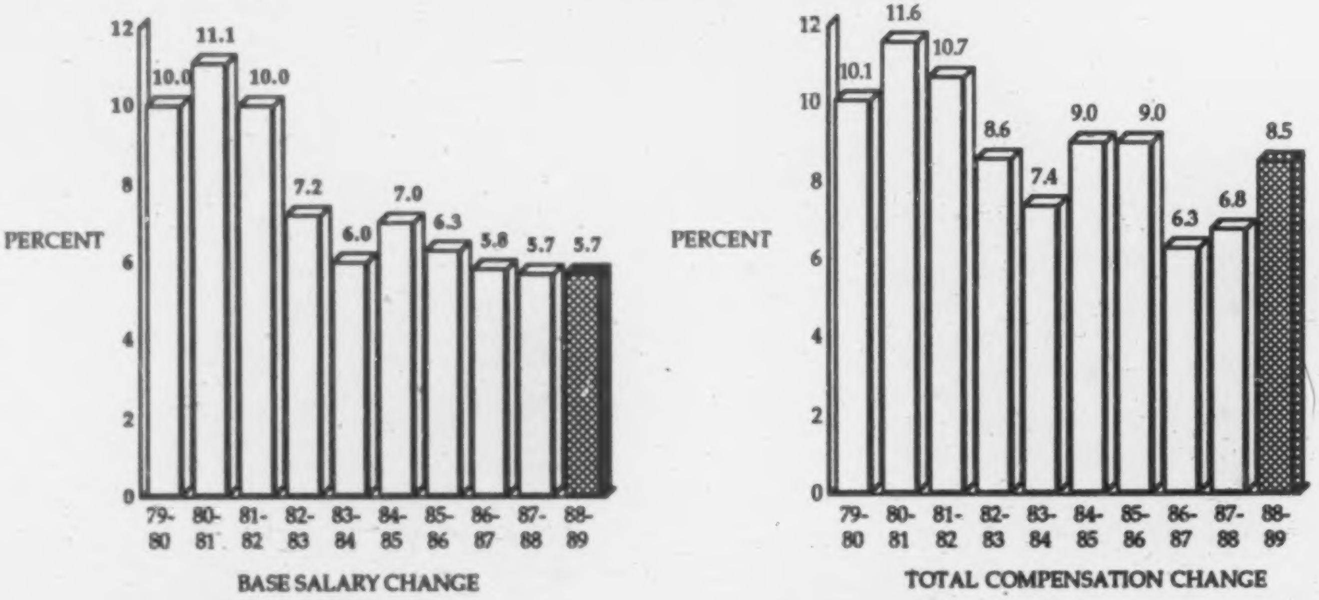
Approximately 66 percent of the participants reported merit increase budget amounts for 1989; 51 percent reported 1990 plans. Overall, merit increase budgets are estimated to be 4.9 percent for 1989 and 5.1 percent for 1990.

ESTIMATED AVERAGE MERIT INCREASE BUDGETS

EMPLOYEE CATEGORY	1989 ACTUAL	1990 PLANNED
Salaried Nonexempt	4.8%	5.0%
Exempt	4.9	5.1
Officer/Executive	5.6	5.3
ALL EMPLOYEE GROUPS COMBINED	4.9%	5.1%

PERCENT CHANGE IN COMPENSATION

The average change in base salaries for positions analyzed in this study during the period from March 31, 1988 to March 31, 1989 is 5.7 percent. Total compensation changed an average of 8.5 percent over this period. These figures are based on a compilation of the changes reported by survey participants for each survey position. (That is, the March 31, 1989 salary compared to the March 31, 1988 salary for the same position whether or not the position is filled by the same incumbent.) The following chart shows a ten-year history based on data gathered through this study beginning with the 1979-1980 edition.



CHANGE IN SALARY AND TOTAL COMPENSATION LEVELS
- Ten-Year History -

NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by participants. It includes survey positions which increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

ANNUAL MANAGEMENT INCENTIVE PLANS

Eighty-eight percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and extend it to regional/district management, merchandisers and buyers, and to other store management.

Target awards (that is, the awards a plan is designed to pay if the performance goals of both the individual and the organization are met) range between 11 and 41 percent of salary depending on management level and company size.

AVERAGE/TYPICAL TARGET BONUS AWARDS
(Expressed as a Percent of Salary)

	COMPANIES WITH SALES:	
MANAGEMENT LEVEL	Below $500MM	$500MM And Above
Senior Management	23%	41%
Regional/District Management	17	25
Merchandisers & Buyers	13	15
Store Managers	16	16
Other Store Management	11	11

The overall prevalence of incentive plans (88 percent of companies) is slightly lower than the prevalence of plans among general industry companies. Ninety-four percent of general industry companies have some form of management incentive compensation plan.

VARIABLE PAY FOR NONMANAGEMENT EMPLOYEES

Twenty-six percent of the participants provide some type of variable compensation to nonmanagement employees. The plans provided by these companies range from gainsharing plans and other types of performance-based plans to suggestion systems.

LONG-TERM INCENTIVE PLANS

Thirty-five percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock option programs. The prevalence of long-term incentives is significantly higher in general industry where approximately 70 percent of the companies have such plans.

HEALTH CARE COST CONTAINMENT

All of the companies provide health insurance to their employees, but many companies are continuing their efforts to control and reduce costs. Forty-three percent of the participants report that they have increased deductibles, increased the employees' share of the premiums, and/or reduced benefits. Many companies are actively encouraging employees to control costs by encouraging them to use outpatient facilities and seek second opinions prior to surgery. Some companies even offer employees a percentage of the amount saved when the employees audit their medical bills for accuracy.

OTHER BENEFITS

The following chart shows the prevalence of various benefits for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES
(Percent of Companies)

BENEFIT/PERQUISITE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Qualified Pension Plan	68%	65%	69%	64%	58%
Company-Paid Annual Physicals	64	31	24	19	13
Supplemental Long-Term Disability	53	44	46	43	36
Financial Counseling Services	26	6	6	6	6
Total Medical Expenses	25	3	3	3	3
Country Club Membership Dues	24	--	--	--	--
Supplemental Retirement Plan	19	3	3	3	3
Luncheon/Dinner Club Dues	17	4	3	6	1
Low- or No-Interest Company Loans	11	6	7	7	4
Legal Counseling Services	7	1	1	1	3
First-Class Air Travel	3	--	--	--	--
Executive Dining Room	3	--	--	--	--

COMPENSATION LEVELS

The 1988-1989 Study includes compensation data on 55 positions which are representative of corporate, operations, and store management positions in the food retail/wholesale industry. In general, compensation levels for management positions are related to a measure of position responsibility (scope). For example, executives in a company with $1 billion in sales are typically paid significantly more than executives in a $200 million company. This relationship between position responsibility (scope) and compensation is shown graphically in the trend line exhibits that accompany the tabular exhibits for the majority of the survey positions.

To illustrate the relationship between scope and compensation, the following charts show pay levels for selected positions at three representative company sizes -- at $200MM, $500MM, and $1B in company sales (company sales is a primary measure of scope for these positions). The survey also contains many positions for which other measures, such as meat sales or weekly store sales, are appropriate.

	BASE SALARY LEVELS* (In $ Thousands) IN COMPANIES WITH SALES OF:		
POSITION	$200MM	$500MM	$1B
Chief Executive Officer	$147.4	$201.3	$254.8
Chief Financial Officer	72.8	97.7	122.0
Top Merchandising & Procurement Executive	67.8	84.2	99.2
Top Store Operations Executive	61.7	77.4	91.8
Top Human Resources Executive (Without Labor Relations)	56.4	66.3	74.9
Top Human Resources Executive (With Labor Relations)	49.3	65.5	81.1
Top MIS Executive	49.3	62.8	75.5
Controller	48.6	59.4	69.1
Top Distribution Executive	45.8	61.2	76.2
Top Advertising Executive	44.7	52.7	59.6
Warehouse Manager (With Transportation)	42.3	47.3	51.5

---

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1989.

POSITION	TOTAL COMPENSATION* (In $ Thousands) IN COMPANIES WITH SALES OF: $200MM	$500MM	$1 B
Chief Executive Officer	$174.4	$255.0	$340.0
Chief Financial Officer	78.6	113.4	149.7
Top Merchandising & Procurement Executive	75.8	98.6	120.3
Top Store Operations Executive	68.8	90.2	110.7
Top Human Resources Executive (Without Labor Relations)	64.2	77.9	90.2
Top Human Resources Executive (With Labor Relations)	51.8	75.1	99.5
Top MIS Executive	53.4	72.1	90.4
Controller	53.2	68.6	83.2
Top Distribution Executive	51.8	72.2	92.7
Top Advertising Executive	48.1	58.4	67.6
Warehouse Manager (With Transportation)	44.8	52.6	59.3

---

*Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1989.

Relationships between salary levels for selected positions and those of Chief Executive Officers are shown below for three representative size categories.

POSITION	PERCENT OF CEO SALARY* IN COMPANIES WITH SALES OF: $200MM	$500MM	$1B
Chief Executive Officer	100%	100%	100%
Chief Financial Officer	49	49	48
Top Merchandising & Procurement Executive	46	42	39
Top Store Operations Executive	42	38	36
Top Human Resources Executive (Without Labor Relations)	38	33	29
Top Human Resources Executive (With Labor Relations)	33	33	32
Top MIS Executive	33	31	30
Controller	33	29	27
Top Distribution Executive	31	30	30
Top Advertising Executive	30	26	23
Warehouse Manager (With Transportation)	29	24	20

---

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1989.

Though several of the top management positions are similar to positions that exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or other measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique, and differs from general industrial and other services firms in many significant respects including profit margins, absolute revenue levels, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data, then, is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of $1 billion are similar to those of general industry top executives in companies with $225 million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON
(Compensation in $ Thousands)

	FOOD RETAIL/ WHOLESALE WITH $1 BILLION IN SALES		GENERAL INDUSTRY* WITH $225 MILLION IN SALES	
POSITION	Base Salary	Total Compensation	Base Salary	Total Compensation
Chief Executive Officer	$254.8	$340.0	$256.5	$360.3
Chief Financial Officer	122.0	149.7	124.7	158.9
Top Human Resources Executive (With Labor Relations)	81.1	99.5	90.7	109.3
Top MIS Executive	75.5	90.4	75.8	84.1

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*SOURCE: Sibson & Company's 1989 Management Compensation Survey.

PART I: PARTICIPANT PROFILE

Seventy-eight companies participated in the 1988-1989 Management Compensation Study for Wholesalers and Large Retailers. These participants comprise a representative sample of small, medium, and large organizations in all geographic regions. A profile of participants is shown below; a participant list is shown on pages 21 to 23.

PARTICIPATING COMPANIES BY SIZE

SALES CATEGORY	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	17	22%
$250 - 499 Million	12	15
$500 - 999 Million	17	22
$1 Billion and Above	32	41
TOTAL	78	100%

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than 500	9	12%
500 - 999	13	17
1,000 - 2,499	15	19
2,500 - 4,999	18	23
5,000 and Above	23	29
TOTAL	78	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

REGION	NUMBER OF COMPANIES	PERCENT OF TOTAL
Region 1: Northeast Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	23	29%
Region 2: Northeast Central Illinois, Indiana, Michigan, Ohio, Wisconsin	13	17
Region 3: West Central Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	25	32
Region 4: Southeast Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	9	12
Region 5: Pacific Alaska, California, Hawaii, Oregon, Washington	8	10
TOTAL	78	100%

LIST OF PARTICIPANTS

ABCO Markets Inc.
Richard V. Jennings

ACME Markets, Inc.

Albertson's, Inc.
Steven D. Young
(208) 385-6358

American Stores Company
Bart Rice
(801) 539-4456

Bashas' Inc.

Bel Air Markets
John K. Combs
(916) 929-6342

Be-Lo Foods
Dan Lazar
(804) 855-1021

Big V Supermarkets, Inc.
James Krbec
(914) 651-4411

BI-LO, Inc.
Jim McDonald
(803) 234-1880

Bozzuto's Inc.

Buehler Food Markets, Inc.
Rick Lowe
(216) 264-4355

H. E. Butt Grocery Co.
Mary Lynch
(512) 270-8488

Buttrey Food-Drug

Certified Grocers of Florida, Inc.
Eric Jacobsen
(904) 245-5151

City Market, Inc.
Dianna L. Sheldon
(303) 244-1047

Consumers Markets Inc.

The Copps Corporation
Walter F. Geis
(715) 345-8209

D'Agostino Supermarkets Inc.
Frank M. Argento
(914) 576-1820

Dillon Companies, Inc.
Harold D. Ryan
(316) 663-6801

Dominick's Finer Foods, Inc.
Mel McCall
(312) 562-1000

Eagle Food Centers
Keith W. Lovett
(309) 787-7660

Farm Fresh, Inc.
Michael Schicker
(804) 480-6836

Fiesta Mart Inc.

First National Supermarkets, Inc.
Sharon Jacobs
(203) 627-2094

Fleming Companies, Inc.
MarEllen Benson

Food Lion, Inc.
Eugene McKinley
(704) 633-8250

Gelson's Markets

Genuardi Super Markets, Inc.
James V. Genuardi
(215) 277-6000

Giant Food Inc.

Golub Corporation
Margaret Davenport
(518) 359-9423

The Grand Union Company
Tom Kelly
(201) 890-6132

The John C. Groub Co., Inc.
James T. McCoy
(812) 522-1374

Hannaford Brothers Co.
Karen Mank
(207) 883-2911

Harris Teeter, Inc.
C. Lavette Teeter, Sr.
(704) 567-3224

Hughes Markets Inc.

Jewel Food Stores

Kings Super Markets, Inc.
Edward Lowenfish
(201) 575-3320

The Kroger Company
Jack W. Overbeck
(513) 762-4270

Lloyd's Shopping Centers, Inc.
Decatur Rabiet
(914) 342-3905

Lucky Stores, Inc.

"M" System Food Stores, Inc.
Baugh Lewis
(915) 655-4131

Market Basket Food Stores
Kent Lacy
(409) 727-3104

Martin's Super Markets, Inc.
Robert E. Bartels
(219) 234-5848

Mayfair Super Markets, Inc.
Joan Constanza
(201) 352-6400

J. G. Messick & Sons, Inc.
M. A. Smith
(919) 724-3661

Minyard Food Stores, Inc.
John P. Bennett

T. J. Morris Company
Edwin E. Akins
(912) 681-4580

Nash Finch Company
Janan Minge
(612) 929-0371

National Super Markets
Jack R. Dunn
(314) 731-5511

P&C Food Markets, Inc.
C Kenneth Carlson
(315) 457-9460

Pay Less Super Markets, Inc.
Paul Nicholson
(317) 649-3526

Purity Supreme
Robert O'Maley
(508) 663-0750

Raley's
Keith Tronson
(916) 373-6511

Ralphs Grocery Company
Gene A. Brown
(213) 605-4648

Randall's Food Markets Inc.
Jan T. Gillespie
(713) 954-2572

Riverside Markets – Penn Traffic Company
Raymond J. Heath
(814) 375-3663

Rosauers Supermarkets, Inc.
Paul Van Gordon
(509) 326-8900

Roundy's, Inc.
David D. Busch
(414) 547-7999

SASM of the Midwest
Dwane Walton
(608) 246-3670

Peter J. Schmitt Co., Inc.
Diana Borchert
(716) 821-1370

Schnuck Markets, Inc.
Tom L. Hoskison
(314) 344-9650

Scrivner, Inc.
John D. Isenegger
(405) 841-4248

Seaway Food Town, Inc.
Waldo Yeager
(419) 893-9401

Shaw's Supermarkets, Inc.
James G. Scott
(603) 772-8886

Shop N' Sav, Inc.

Skaggs Alpha Beta

Smith's Food & Drug Centers, Inc.
Robert Bolinder
(801) 974-1483

Smitty's Super Valu, Inc.
Kevin Salcido
(602) 262-1049

Spartan Stores, Inc.
Jane A. McGrath
(616) 878-2609

Star Markets

Stop & Shop Supermarket Co.
Joline F. Kelley
(617) 770-8780

Supermarkets General Corporation
Jack Curcia
(201) 499-4969

Super Valu Stores, Inc.
George A. Smith
(612) 828-4021

Thriftway Inc.
Richard E. Lindner, Jr.
(513) 984-0500

Times Super Market Ltd.
Carl S. Ito
(808) 847-0811

Victory Markets Inc.
Patricia H. Phillips
(607) 335-4771

Wakefern Food Corporation
William E. Dixon
(201) 906-5214

Wegmans Food Markets, Inc.
Gerry Pierce
(716) 464-4689

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other employees. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Variable/Incentive Pay for Nonmanagement Employees
- Long-Term Incentive Plans
- Benefits and Perquisites
- Health Care Cost Containment

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are described on page 20.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

Seventy-two companies responded to the compensation program section of the survey.

SALARY PLANNING

Thirty-two (44 percent) of the 72 responding companies reported that their salary year begins in January. As the following chart shows, the remaining companies are distributed throughout the year.

SALARY YEAR BEGINS IN:	NUMBER OF COMPANIES
January	32
February	4
March	5
April	4
May	4
June	2
July	6
August	3
September	1
October	6
November	4
December	1

Sixty-one companies report that they have adjusted, or plan to adjust, salary ranges in 1989; 10 companies report that they do not. Fifty-six companies report that they plan to adjust their ranges in 1990; 10 report that they do not. The following chart shows actual 1989 and planned 1990 salary range adjustments by employee category. Please note that a number of companies did not provide data. Sample sizes are reported in the chart.

SALARY RANGE ADJUSTMENTS

COMPARISON OF ACTUAL 1989 AND PROJECTED 1990 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	1989 ACTUAL	NUMBER OF RESPONSES	1990 PLAN	NUMBER OF RESPONSES
Salaried Nonexempt	4.5%	51	4.5%	37
Exempt	4.5	51	4.5	41

Sixty-two (86 percent) of the responding companies reported that they do not grant any form of economic or general adjustment to their salaried employees. Of the 10 companies that grant some form of adjustment, seven grant adjustments to all employee groups and three grant adjustments to nonexempt employees only.

Although not all companies were able to supply predictions, the reported merit increase budget planned for 1990 for all employee groups averages 5.1 percent. A summary of the anticipated average merit increase budgets by employee group is shown in the following chart.

MERIT INCREASE BUDGETS
(Including Economic Adjustments)

COMPARISON OF ACTUAL 1989 AND PROJECTED 1990
AVERAGE MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	PAID/PLANNED IN 1989	NUMBER OF RESPONSES	PLANNED FOR 1990	NUMBER OF RESPONSES
Salaried Nonexempt	4.8%	46	5.0%	36
Exempt	4.9	49	5.1	38
Officer/Executive	5.6	47	5.3	37
ALL EMPLOYEE GROUPS COMBINED	4.9%	47	5.1%	38

ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

Sixty-three companies (88 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	12	71%
$250 - 499 Million	9	82
$500 - 999 Million	16	100
$1 Billion and Above	26	93
GEOGRAPHIC REGION		
Northeast	18	86
Northeast Central	10	83
West Central	22	96
Southeast	6	67
Pacific	7	100
ALL COMPANIES	**63**	**88%**

Bonus plans are most prevalent at the corporate and operating company senior management level; 94 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (89 percent); merchandisers and buyers (78 percent); store managers (86 percent); and other store management (65 percent). As the following chart shows, large companies (i.e., companies over $1 billion in sales) tend to restrict bonus eligibility to a more limited management group than do smaller companies.

BONUS PLAN PREVALENCE BY MANAGEMENT GROUP
(As a Percent of Companies With Plans)

SALES CATEGORY	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT	NUMBER OF COMPANIES WITH BONUS PLANS
Less than $250 Million	83%	67%	75%	92%	83%	12
$250 - 499 Million	89	100	100	100	78	9
$500 - 999 Million	94	94	94	100	75	16
$1 Billion and Above	100	92	62	69	46	26
ALL COMPANIES	94%	89%	78%	86%	65%	63

Types of Plans

The majority of the incentive plans (52 percent) are goal-oriented plans. Thirty percent of the plans are bonus plans and 11 percent are discretionary plans. Four companies with incentive plans did not specify plan type.

TYPES OF INCENTIVE PLANS

PLAN TYPES	NUMBER OF COMPANIES	PERCENT OF PLANS
Goal-Oriented Incentive Plan: The plan is based on attainment of predetermined and explicitly communicated business performance (and possibly, individual performance) goals. The goals are determined on an annual basis and are often stated in terms of budgets or forecasts. If the goals are achieved, funds are accrued from which bonuses are paid. If the goals are under- or over-achieved, smaller or larger bonuses are paid.	33	52%
Bonus Plan: The company establishes a bonus fund or pool which is frequently related to profits. (For example, the fund equals 5 percent of pretax earnings in excess of a 10 percent return-on-shareholders' equity.) The fund is distributed to plan participants in proportion to their salaries and/or performance.	19	30
Discretionary Plan: There is no specific formula for determining the bonus fund or individual bonus awards. The plan is more informal than the two types described above and the basis for awards is not communicated in advance to the plan participants.	7	11

Performance Measures

Eighty-two percent of the companies establish business performance targets annually as part of their strategic planning process; the remainder base their bonus plans on a fixed standard which does not change from year to year. As shown in the following chart, net income and target sales are the measures most frequently used in plans for all management levels.

PERFORMANCE MEASURES USED IN BONUS PLANS
(Percent of Plans)

PERFORMANCE MEASURE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Net Income	46%	39%	39%	38%	41%
Target Sales	41	43	43	46	46
Pretax Earnings	35	29	25	24	27
Return on Sales	19	18	18	30	27
Return on Invested Capital	11	6	7	2	3
Return on Assets	13	10	5	4	3
Earnings Per Share Growth	7	4	2	2	3
Return on Equity	7	8	9	4	3
Discretionary	17	16	18	12	5

Individual Awards

Typically, incentive awards are based on the business performance of the organizational unit to which the individual belongs and on individual performance. As shown in the following chart, 97 percent of the senior management plans are based on company performance and 85 percent of the store management plans are based on store performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

BASIS OF INDIVIDUAL BONUS AWARDS
(Percent of Plans)

BASIS	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Overall Company Performance	97%	68%	75%	41%	33%
Regional/District Performance	10	66	21	9	8
Store Performance	5	11	13	85	83
Individual Performance	33	36	45	37	45
NUMBER OF COMPANIES RESPONDING	58	53	47	54	40

NOTE: Most companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target award, i.e., an award that is paid when individual and/or business performance goals are achieved. Most plans also specify a maximum award level. Average target and maximum award levels are shown below.

TARGET BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

	AVERAGE AWARD FOR COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500MM	$500MM and Above
Senior Management	23%	41%
Regional/District Management	17	25
Merchandisers & Buyers	13	15
Store Managers	16	16
Other Store Management	11	11

MAXIMUM BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

	AVERAGE AWARD FOR COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500MM	$500MM and Above
Senior Management	30%	43%
Regional/District Management	20	30
Merchandisers & Buyers	19	28
Store Managers	22	26
Other Store Management	15	24

Award Deferral

Almost a quarter (23 percent) of the companies with incentive plans report that their plan contains provisions for participants to defer all or part of their annual awards. In the majority (57 percent) of these companies deferral is voluntary.

Eligibility

Company practices vary widely with regard to incentive plan eligibility. Twenty-eight percent of the companies with plans extend eligibility to all exempt employees. The following chart shows the distribution for eligibility and participation.

PERCENTAGE OF EXEMPT EMPLOYEES IN INCENTIVE PLANS
(Percent of Plans)

PERCENTAGE OF TOTAL EXEMPTS	ELIGIBLE FOR PLAN	ACTUALLY PARTICIPATED IN 1988
Less than 6%	12%	23%
6 - 10	2	2
11 - 25	12	9
26 - 35	5	3
36 - 45	5	5
46 - 55	7	9
56 - 65	11	11
66 - 75	2	2
76 - 85	11	9
86 - 95	5	7
96 - 99	0	0
100	28	20
AVERAGE PERCENT OF EXEMPTS	60%	52%

Participation

The lowest annual salary of plan participants averages $30,290. The following chart shows the average lowest annual salary by sales category.

INCENTIVE PLAN PARTICIPATION

SALES CATEGORY	LOWEST ANNUAL SALARY OF PLAN PARTICIPANTS
Less than $250 Million	$22,660
$250 - 499 Million	26,040
$500 - 999 Million	25,190
$1 Billion and Above	38,580
ALL COMPANIES	**$30,290**

VARIABLE/INCENTIVE PAY FOR NONMANAGEMENT EMPLOYEES

Prevalence

Nineteen companies, or 26 percent, have some type of variable or performance-based pay program for employees below the management level.

Almost a third (32 percent) of the companies with plans have installed their plans in the last two years. The most frequently reported results of companies with plans in place for more than two years are positive behavior changes, a reinforced sense of teamwork, and reduced turnover among key employees.

PREVALENCE OF VARIABLE PAY PLANS FOR NONMANAGEMENT EMPLOYEES

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	4	21%
$250 - 499 Million	4	21
$500 - 999 Million	3	16
$1 Billion and Above	8	42
GEOGRAPHIC REGION		
Northeast	5	26%
Northeast Central	3	15
West Central	7	37
Southeast	2	11
Pacific	2	11
ALL COMPANIES	19	26%

The companies that have these plans report a variety of vehicles and target employee groups. The plan types and prevalence are listed below.

	NUMBER OF COMPANIES
Cash Profit Sharing: Recurring year-end bonus programs that distribute varying dollar amounts to individual employees based on a formula related to corporate or business unit profitability.	10
Suggestion Systems: Cash award programs designed to stimulate ideas for operational improvement from employees not normally expected to contribute to administrative policy decisions.	10
Productivity Gainsharing: Reward systems designed to motivate productivity improvement by sharing gains with employees. Productivity gainsharing reinforces group efforts rather than individual achievement.	9
Year-End Bonuses: Traditional company-wide bonuses distributed broadly, in recognition of all employees' contributions to the business in the year just ended.	9
Annual Goal Incentives: Pay programs designed to motivate and reward annual achievement of specific individual or organizational objectives.	8
Lump-Sum Merit Increases: Individual cash awards provided in lieu of, or as a supplement to, recurring base salary increases.	5
Spot Awards: Cash awards designed to recognize singular notable accomplishments that contribute to an organization's success. Typically, achievements are not specifically anticipated nor directed, and awards are not routinely given.	5
Technical/Scientific Prizes: Awards presented specifically in recognition of significant technical achievement, typically available only to highly skilled individual contributors in research/product development functions.	0

LONG-TERM INCENTIVE PLANS

Prevalence

Long-term incentive plans are plans which are based on company and/or individual performance over a period of more than one year. Included in this definition are stock option and other stock-based plans and various performance-based plans. Twenty-five companies (35 percent) provide some type of long-term plan. As shown in the following chart, the prevalence of plans is significantly greater in companies with over $500 million in sales.

PREVALENCE OF LONG-TERM INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	2	12%
$250 - 499 Million	1	9
$500 - 999 Million	6	38
$1 Billion and Above	16	57
GEOGRAPHIC REGION		
Northeast	8	38
Northeast Central	4	33
West Central	7	30
Southeast	4	44
Pacific	2	29
ALL COMPANIES	**25**	**35%**

Most of the companies with plans restrict eligibility to senior management; the following chart shows the prevalence of plans for each management group.

LONG-TERM INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP

MANAGEMENT GROUP	NUMBER OF COMPANIES WITH PLANS
Senior Management	24
Regional/District Management	15
Merchandisers & Buyers	11
Store Managers	11
Other Store Management	3

Types of Plans

The types of plans provided to each management group are summarized on the following pages.

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

PLAN	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
STOCK OPTION PLANS					
Nonqualified Stock Options (NQSOs): Can be granted at a price below fair market value. The option may be exercised (i.e., shares of company stock may be bought from the company) at any time during the option period, unless exercise restrictions are placed on the option.	13	9	6	5	--
Incentive Stock Options (ISOs): If the options meet specific requirements (e.g., the option price must be equal to or greater than the fair market value at grant, stock must be held for one year after exercise and two years after grant), then the executive is not taxed until sale of the stock (i.e., not taxed at exercise). Prior to the Tax Reform Act of 1986, additional requirements had to be satisfied (e.g., options had to be exercised in order of sequence) and the full appreciation in stock price from grant to sale was treated as a capital gain.	9	7	5	5	1
Stock Appreciation Rights (SARs): A right, typically attached to a NQSO or ISO, that allows the executive to receive the value of the appreciation of the share of stock in cash, stock, or a combination of cash and stock (i.e., upon exercise the executive receives the difference between the current price and the grant price).	5	--	--	--	--

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

PLAN	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
OTHER LONG-TERM INCENTIVE PLANS					
Phantom Stock: An award of "units" (not representing any ownership interest), similar to free-standing SARs, that entitles the executive to the appreciation of one share of the company's stock. It differs from SARs because typically appreciation is from the time of grant to a specified future date set by the company. Also, the executive generally receives credit for any dividends.	--	--	--	--	--
Restricted Stock: This is an outright grant of stock that is restricted from resale until the end of a stated period of employment and/or until performance vesting criteria are satisfied. Until the vesting criteria are met, the stock is nontransferable and if the criteria are not met then the stock is forfeited.	3	2	1	1	1
Dividend Equivalent: An award which is equal in value to the dividends paid to common shareholders over the award period. The award may be paid when dividends are paid or accrued over a vesting period.	--	--	--	--	--

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

PLAN	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS & BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
OTHER LONG-TERM INCENTIVE PLANS (cont.)					
Performance Units: A grant of a specific number of units, the value of which depends on the achievement of established performance criteria. Performance is judged over a predetermined, multi-year period during which the executive must remain employed with the company (usually three to five years).	2	--	--	--	--
Performance Shares: A grant of phantom "shares" of company stock that is earned only if predetermined performance criteria are met during a multi-year period. The value of the shares rises and falls with the value of the company stock. Upon conclusion of the performance period, the executive earns the number of shares commensurate with achieved performance. The shares are valued at the price of the company stock at the conclusion of the performance period.	2	2	--	--	--
Long-Term Bonus: Similar to an annual bonus, but performance is measured over a multi-year period, generally three to five years.	4	--	1	1	1
Extended Payout of Annual Awards: Additional multi-year criteria are established (e.g., remaining with the company or meeting multi-year performance goals) that must be met before part or all of the annual incentive award becomes payable.	1	--	--	--	--

Stock Option Plans

Plan Administration

The majority (56 percent) of the companies with stock option plans report that the maximum exercise period for an award is ten years. Fifty-four percent of the companies with plans report that awards are granted annually to plan participants.

Impact of Legislation

Eighty percent of the companies with stock-based plans report that they have not yet determined what plan changes will be considered in response to changes in FASB accounting rules.

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about flexible benefits programs.

Flexible Benefits: "Cafeteria" or flexible benefits programs are those in which plan participants choose from among two or more benefits according to their needs. Currently, 12 companies provide such a program. Eleven companies report that they are considering such a program.

PREVALENCE OF BENEFIT PLANS

PLAN	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS & BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total
Qualified Pension Plan	49	68%	47	65%	50	69%	46	64%	42	58%
Qualified Profit-Sharing Plan	30	42	27	38	29	40	26	36	26	36
Qualified Thrift-Savings Plan	9	13	9	13	9	13	9	13	8	11
Employee Stock Purchase Plan	11	15	11	15	11	15	10	14	9	13
Employee Stock Ownership Plan (ESOP)	11	15	10	14	11	15	10	14	8	11
Payroll-Based Stock Ownership Plan (PAYSOP)	3	4	3	4	3	4	4	6	3	4
401(k) Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	50	69	47	65	49	68	47	65	41	57
Dental Insurance Plan	67	93	62	86	66	92	63	88	57	79
Visual/Optical Coverage Plan	41	51	35	49	37	51	36	50	34	47
Prescription Plan	58	81	52	72	55	76	52	72	50	69

PREVALENCE OF SUPPLEMENTAL PLANS

PLAN	SENIOR MANAGEMENT # of Cos.	SENIOR MANAGEMENT % of Total	REGIONAL/ DISTRICT MANAGEMENT # of Cos.	REGIONAL/ DISTRICT MANAGEMENT % of Total	MERCHANDISERS & BUYERS # of Cos.	MERCHANDISERS & BUYERS % of Total	STORE MANAGERS # of Cos.	STORE MANAGERS % of Total	OTHER STORE MANAGEMENT # of Cos.	OTHER STORE MANAGEMENT % of Total
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing, or retirement benefits provided to all employees)	14	19%	2	3%	2	3%	2	3%	2	3%
Supplemental Life Insurance (i.e., in addition to group life plan)	43	60	37	51	37	51	35	49	27	38
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	38	53	32	44	33	46	31	43	26	36
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	18	25	2	3	2	3	2	3	2	3

PREVALENCE OF PERQUISITES

PERQUISITE	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS & BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total	# of Cos.	% of Total
Educational Aid for Employees	46	64%	42	58%	44	61%	40	56%	37	51%
Educational Aid for Dependents	4	6	5	7	5	7	5	7	4	6
Company-Paid Annual Physicals	46	64	22	31	17	24	14	19	9	13
Country Club Membership Dues	17	24	--	--	--	--	--	--	--	--
Luncheon/Dinner Club Dues	12	17	3	4	2	3	4	6	1	1
Financial Counseling Services	19	26	4	6	4	6	4	6	4	6
Tax Counseling Services	10	14	2	3	2	3	1	1	1	1
Estate Planning Services	5	7	1	1	1	1	1	1	1	1
Legal Counseling Services	5	7	1	1	1	1	1	1	2	3
Low- or No-Interest Company Loans	8	11	4	6	5	7	5	7	3	4
First-Class Air Travel	2	3	--	--	--	--	--	--	--	--
Executive Dining Room	2	3	--	--	--	--	--	--	--	--

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering health care plans for their headquarters management staff. The responses indicate that many companies are continuing their efforts to control health care costs.

Coverage

All of the companies that responded to this question provide health benefits coverage (two companies did not respond). Twenty-five companies (35 percent) require employees to pay part of the premiums for employee coverage; 37 companies (51 percent) require contributions toward dependents' coverage.

Thirty-two companies, 43 percent of those surveyed, reported that they have made a change in coverage during the last two years. Of these, 21 have increased the deductible -- typically, from $100 to $150 or $200. Twenty-one companies have increased the employee's portion of the premium for dependent's coverage; 18 have increased the premium for employee coverage. Thirteen companies have changed the benefits' co-payments; that is, the percentage of covered health care costs paid by the plan.

Over three quarters of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common are outpatient surgery and pre-admission testing.

PREVALENCE OF ALTERNATIVE PRACTICES		
PRACTICE	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Outpatient Surgical Facilities	53	74%
Pre-Admission Testing	47	65
Hospice Care	33	46
Health Maintenance Organizations	18	25
Paraprofessionals for Routine Illnesses	6	8

Thirty-four companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Twelve companies report that they encourage employees to use the PPOs by increasing the percentage of covered medical expenses (e.g., from 80 to 100 percent) or by eliminating the deductibles.

Seventeen companies require employees to obtain second opinions for all nonemergency surgery. Twenty-nine companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only nine companies report that they do not cover them.

SURGICAL PROCEDURES AND SECOND OPINIONS

PROCEDURE	NUMBER OF COMPANIES WHICH REQUIRE SECOND OPINION	PERCENT OF TOTAL
Hysterectomy	39	54%
Removal of Tonsils/Adenoids	37	51
Knee Surgery	36	50
Coronary By-Pass Surgery	32	44
Hernia Repair	32	44
Prostatectomy	32	44
Removal of Hemorrhoids	30	42
Varicose Vein Stripping	30	42
Nasal Surgery	29	40
Bunionectomy	27	38

Administration

Fifty-nine companies, 83 percent of those surveyed, have a self-insured plan (i.e., the company incurs the risk of claims payment). Forty-four of these companies have stop-loss coverage which insures the company if costs exceed a predetermined amount.

The vast majority of companies use a third-party administrator or insurance carrier to administer claims. Only seven companies handle claims administration internally.

Sixteen companies, 22 percent of those surveyed, report that they offer incentives to employees who audit their own medical bills for accuracy. Eleven of these companies pay the employee 50 percent of any amounts saved through the audits.

Prevention

Many companies sponsor health-related programs for their employees. The most common are Employee Assistance (32 companies) and Smoking Cessation (26 companies) programs. The prevalence of various programs is shown in the chart on the following page.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Employee Assistance Program	32	44%
Smoking Cessation	26	36
Alcohol/Drug Abuse Control	22	31
Blood Pressure Checks	22	31
Cardiopulmonary Resuscitation Training (CPR)	20	28
Exercise/Fitness Program	20	28
Nutrition/Weight Control	18	25
Stress Management	18	25
Health Newsletter	16	22
Accident Risk Reduction	8	11
Hypertension Control	8	11
Flu Shots	7	10
Cancer Risk Reduction	5	7
Heart Attack Risk Reduction	4	6

PART III: PERCENT CHANGE IN COMPENSATION
(March 31, 1988 - March 31, 1989)

The average percent change in base salary for all survey positions is 5.7 percent. This compares to 5.7 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 8.5 percent. This compares to 6.8 percent last year.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

The following chart shows the average percent change in compensation (base salary and total compensation) for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Total Compensation Bonus Companies
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	7.9%	*	6.5%	13.4%
2	Chief Operating Officer	10.8	8.5%	10.6	15.3
3	Chief Financial Officer	7.5	*	6.0	14.3
4	Top Operating Company Executive	9.5	4.9	8.9	12.2
5	Top Legal Executive	5.1	5.7	5.2	9.8
STAFF POSITIONS – CORPORATE/OPERATING COMPANY					
6	Controller	5.2	7.7	5.7	9.3
7	Top Audit Executive	5.6	*	3.1	10.9
8	Top MIS Executive	8.2	4.4	7.5	13.9
9	Top Human Resources Executive (With Labor Relations)	7.9	9.2	8.2	14.2
10	Top Human Resources Executive (Without Labor Relations)	9.0	6.2	8.3	11.9
11	Top Labor Relations Executive	4.6	*	4.6	6.5
12	Training & Management Development Executive	6.7	2.4	5.8	10.9
13	Top Distribution Executive	4.2	7.9	4.7	8.9
14	Top Construction & Maintenance Executive (With Real Estate)	6.1	*	6.1	5.9
15	Top Construction & Maintenance Executive (Without Real Estate)	5.1	*	6.4	6.3
16	Top Real Estate Executive	2.6	7.5	3.3	7.3
17	Top Security/Loss Prevention Executive	7.9	4.4	6.9	11.8
18	Top Sanitation Executive	3.6	5.4	4.4	6.0

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Total Compensation Bonus Companies
MERCHANDISING POSITIONS – CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	7.7%	*	9.4%	11.0%
20	Top Advertising Executive	6.7	4.9%	6.3	10.2
21	Top Grocery Operations Executive	7.3	*	7.6	11.1
22	Top Meat Operations Executive	4.7	5.1	4.8	7.9
23	Top Produce Operations Executive	3.3	*	2.2	6.4
24	Top General Merchandise/Nonfood Operations Executive	3.7	5.8	4.0	8.0
25	Grocery Merchandiser	2.1	6.0	3.0	3.4
26	Meat Merchandiser	2.5	3.9	2.9	3.5
27	Produce Merchandiser	5.6	6.2	5.8	7.1
28	Frozen Foods Merchandiser	6.3	*	5.1	*
29	Dairy Merchandiser	7.4	3.0	5.2	10.3
30	Nonfood Merchandiser	4.3	4.0	4.2	4.6
31	Deli Merchandiser	6.9	*	5.1	6.6
32	Bakery Merchandiser	6.4	*	5.4	6.2
33	Grocery Buyer	2.6	3.2	2.9	4.2
34	Meat Buyer	7.1	3.9	5.5	10.2
35	Produce Buyer	3.2	4.5	3.8	5.9
36	Frozen Foods Buyer	9.9	3.6	7.0	14.6
37	Dairy Buyer	*	7.6	9.0	*
38	Nonfood Buyer	5.2	6.8	5.9	6.2
39	Deli Buyer	8.1	8.3	8.2	10.9
40	Bakery Buyer	5.5	5.1	5.3	6.4

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Total Compensation Bonus Companies
STORE OPERATIONS EXECUTIVE					
41	Top Store Operations Executive	9.5%	*	9.0%	12.9%
42	Top Store Maintenance Executive	4.7	5.7%	5.0	7.9
43	Division General Manager	4.6	6.1	4.8	6.7
44	Scanning Coordinator	5.4	5.0	5.2	9.3
45	District Manager	4.9	6.3	5.0	8.1
46	Store Manager	3.3	4.7	3.4	3.2
47	Assistant/Co-Store Manager	3.6	7.2	4.9	3.6
48	Meat Department Manager	5.9	1.3	4.0	5.7
WAREHOUSE POSITIONS					
49	Warehouse Manager (With Transportation)	3.8	4.7	3.9	7.0
50	Warehouse Manager (Without Transportation)	5.0	2.8	4.0	12.7
DRUG/PHARMACY POSITIONS					
51	Pharmacy Director	4.9	6.7	5.2	4.3
52	Pharmacist	5.9	5.5	5.7	5.8
53	Assistant/Staff Pharmacist	4.0	7.3	6.5	4.2
54	Top Consumer Affairs Executive	6.8	8.5	7.7	*
55	Consumer Affairs Specialist/Nutrition Professional/Home Economist	*	3.6	8.3	6.6
	AVERAGE	**5.8%**	**5.5%**	**5.7%**	**8.5%**

---

*Insufficient data for analysis.

PART IV: PAY LEVEL DATA -- ANALYTICAL APPROACH

Two types of displays are used in this report to present pay level data -- tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1989.**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants, data within each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

Food Marketing Institute
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($ MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 to $250.0								
	NO IN POSITION: 10							
$352.7	WEIGHTED GROUP AVG:	$52.2	$13.4	$65.6	$52.7			

Scope: A relevant measure of position responsibility (i.e. company sales, number of stores, etc.).

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

Number in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1989, bonus paid in 1989 (for 1988 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by the number of incumbents.

Nonbonus Companies' Salary: The annual salary rate in effect as of March 31, 1989.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point," and Maximum: The established salary range of the position is covered by a formal salary structure.

Food Marketing Institute
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER
Region #1 - Northeast

SCOPE AVG. WEEKLY STORE SALES ($ THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# of Days	# of Nights	# of Hours	# of Sundays	Sun. Pay	Hol. Pay
$350.0 And Above													
NO IN POS:	541												
$480.0 WT'D AVG:	$48.0	$ 6.4	$54.4	$55.4									

Number of Days: Average number of days worked per week (excluding Sunday).

Number of Nights: Average number of nights worked per week.

Number of Hours: Average total hours worked per week (excluding Sunday).

Number of Sundays: Average number of Sundays worked per year.

Sunday Pay and Holiday Pay: Sunday and Holiday pay policy code A-G or per day dollar amount.

Codes:

A. No additional compensation -- compensatory time off.

B. No additional compensation -- open Sundays.

C. Not applicable -- closed Sundays/Holidays.

D. Straight time pay.

E. Time and one-half (1.5 x) pay.

F. Double time (2 x) pay.

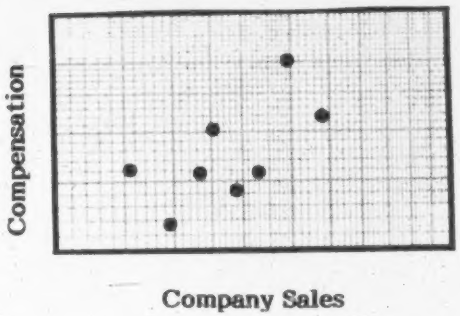
G. Triple time (3 x) pay.

TREND LINES

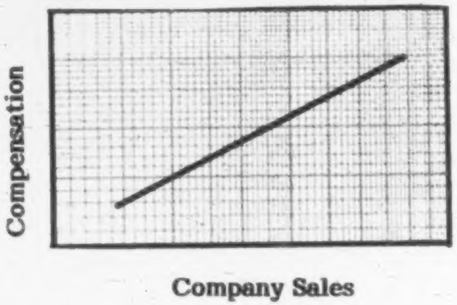
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data, and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique called regression analysis to develop the "line of best fit" through all of the points. The following illustration shows this process.

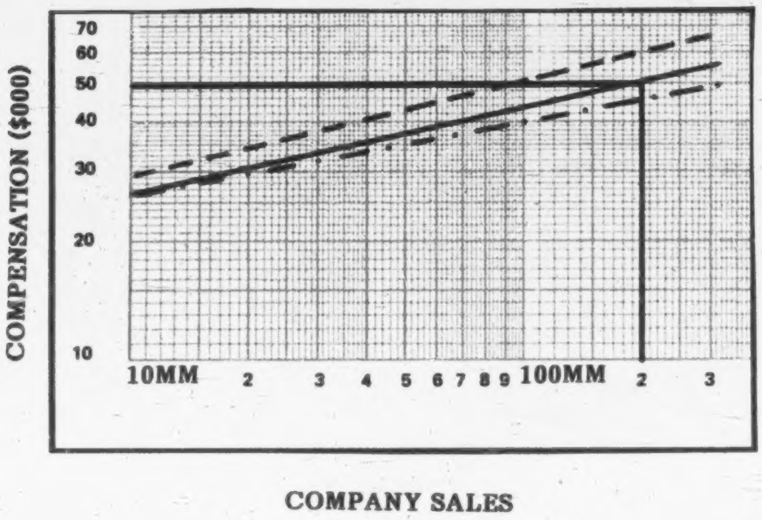
If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:



The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary —.—.—.		

The **Bonus Co's Salary** line shows base salary for bonus-eligible positions. The **Bonus Co's Total Comp** line shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Co's Salary** line shows salary for positions which are not bonus eligible.

The horizontal axis labels are:	M indicates Thousands MM indicates Millions B indicates Billions

The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $50,000 for bonus-paying companies. The trend line exhibits also provide two statistical measures -- the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation. The following charts are guides in reading the trend lines.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope

IF COEFFICIENT OF DETERMINATION IS:	THE PERCENT OF VARIATION IN COMPENSATION WHICH IS EXPLAINED BY SCOPE IS:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

IF STANDARD ERROR IS:	MOST OF THE DATA FALLS WITHIN ± THIS PERCENT ABOUT THE LINE
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** To much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is a moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions,** participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1 – NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2 – NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 – WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 – SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5 – PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

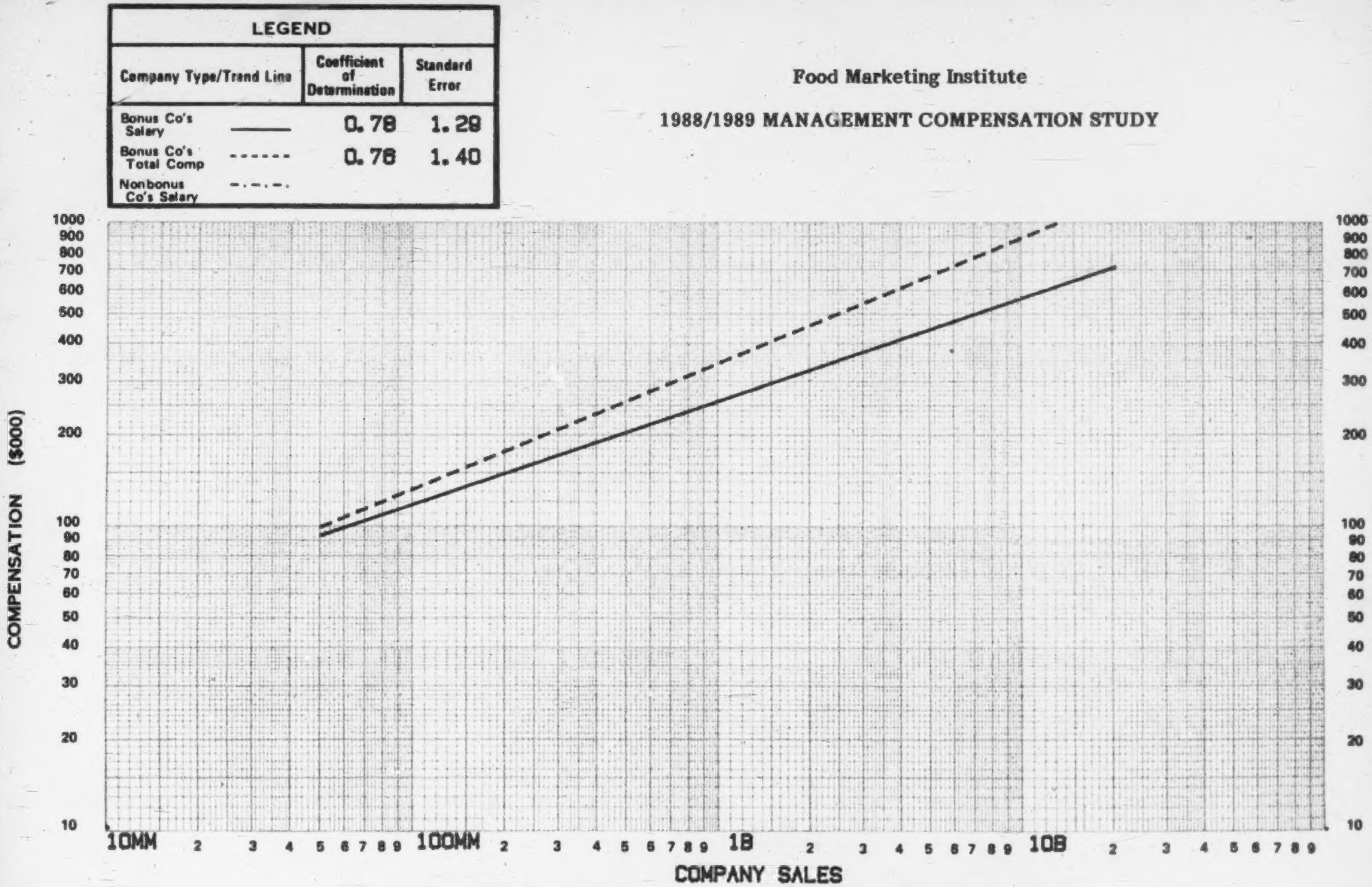
SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
COMPANY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	BOARD OF DIR.	$830.0	$ 0.0	$830.0				
	BOARD OF DIR.	700.0	260.9	960.9		$502.9	$693.2	$883.6
	BOARD OF DIR.	600.0	400.0	1000.0				
	BOARD OF DIR.	575.0	375.0	950.0				
	BOARD OF DIR.	562.0	452.0	1014.0		381.8	477.3	572.8
	BOARD OF DIR.	556.6	740.4	1297.0				
	BOARD OF DIR.	550.0	291.8	841.8				
	BOARD OF DIR.	450.0	250.0	700.0				
	BOARD OF DIR.	425.0	168.1	593.1		317.5	423.3	529.2
	BOARD OF DIR.	375.5	145.9	521.4				
	BOARD OF DIR.	365.0	180.0	545.0				
	BOARD OF DIR.				$280.0			
	BOARD OF DIR.	275.0	49.6	324.6				
	NO IN POSITION: 13							
$ 7334.4	WEIGHTED GROUP AVG:	$522.0	$276.1	$798.2	$280.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	BOARD OF DIR.	$450.0	$270.0	$720.0				
	BOARD OF DIR.	385.0	40.0	425.0		$277.9	$357.1	$436.3
	BOARD OF DIR.	375.0	0.0	375.0				
	BOARD OF DIR.	339.5	145.2	484.7				
	BOARD OF DIR.	330.0	55.0	385.0				
	BOARD OF DIR.	291.5	419.7	711.2		260.8	326.0	391.2
	BOARD OF DIR.	275.0	270.7	545.7		173.8	217.2	260.6
	BOARD OF DIR.	275.0	65.0	340.0				
	BOARD OF DIR.	245.0	121.5	366.5		179.0	224.0	269.0
		200.0	154.0	354.0				
	BOARD OF DIR.	195.0	175.9	370.9		166.2	203.6	241.0
	NO IN POSITION:	11						
$ 1513.4	WEIGHTED GROUP AVG:	$305.5	$156.1	$461.6				
$999.9 TO $500.0	BOARD OF DIR.	$550.0	$ 0.0	$550.0				
		450.0	0.0	450.0				
		301.7	100.0	401.7				
	BOARD OF DIR.	275.0	0.0	275.0				
	BOARD OF DIR.	275.0	35.2	310.2				
	BOARD OF DIR.	268.4	132.0	400.4		$188.4	$245.0	$301.5
	BOARD OF DIR.	225.0	75.0	300.0				
	BOARD OF DIR.	218.0	0.0	218.0		226.8	283.5	340.2
	BOARD OF DIR.	185.5	45.0	230.5				
	BOARD OF DIR.	150.0	36.0	186.0		125.0	150.0	165.0
	BOARD OF DIR.	91.0	4.5	95.5				
	BOARD OF DIR.	67.6	334.4	402.0				
	NO IN POSITION:	12						
$ 700.3	WEIGHTED GROUP AVG:	$254.8	$ 63.5	$318.3				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9					$344.3			
AND BELOW	BOARD OF DIR.	$298.6	$350.0	$648.6				
	BOARD OF DIR.				262.0			
	BOARD OF DIR.	255.0	25.0	280.0				
		255.0	100.0	355.0				
	BOARD OF DIR.	240.4	26.9	267.3				
	BOARD OF DIR.				208.0			
	BOARD OF DIR.	182.0	58.4	240.4				
	BOARD OF DIR.	151.4	51.0	202.4				
	BOARD OF DIR.	149.0	20.0	169.0				
	BOARD OF DIR.	145.0	4.0	149.0				
		110.0	0.0	110.0				
	BOARD OF DIR.				90.0			
	BOARD OF DIR.	88.0	0.0	88.0				
	BOARD OF DIR.				82.5			
	BOARD OF DIR.	74.6	10.0	84.6				
	BOARD OF DIR.				70.4			
		39.0	550.0	589.0				
	NO IN POSITION: 18							
$ 190.1	WEIGHTED GROUP AVG:	$165.7	$ 99.6	$265.3	$176.2			
	NO IN POSITION: 54							
$ 2293.0	POSITION AVERAGE:	$312.1	$148.7	$460.8	$191.0			



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$500.0	$265.3	$765.3				
	CEO/PRESIDENT	400.0	150.5	550.5		$329.4	$450.1	$570.9
	CEO/PRESIDENT	400.0	302.6	702.6		226.6	333.2	399.8
	CEO/PRESIDENT				$385.0			
	CEO/PRESIDENT	291.5	81.5	373.0		175.4	210.0	252.0
	CEO/PRESIDENT	224.5	76.0	300.5				
	CEO/PRESIDENT	180.0	165.0	345.0				
	CEO/PRESIDENT	123.4	200.0	323.4				
	NO IN POSITION: 8							
$ 7712.2	WEIGHTED GROUP AVG:	$302.8	$177.2	$480.0	$385.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

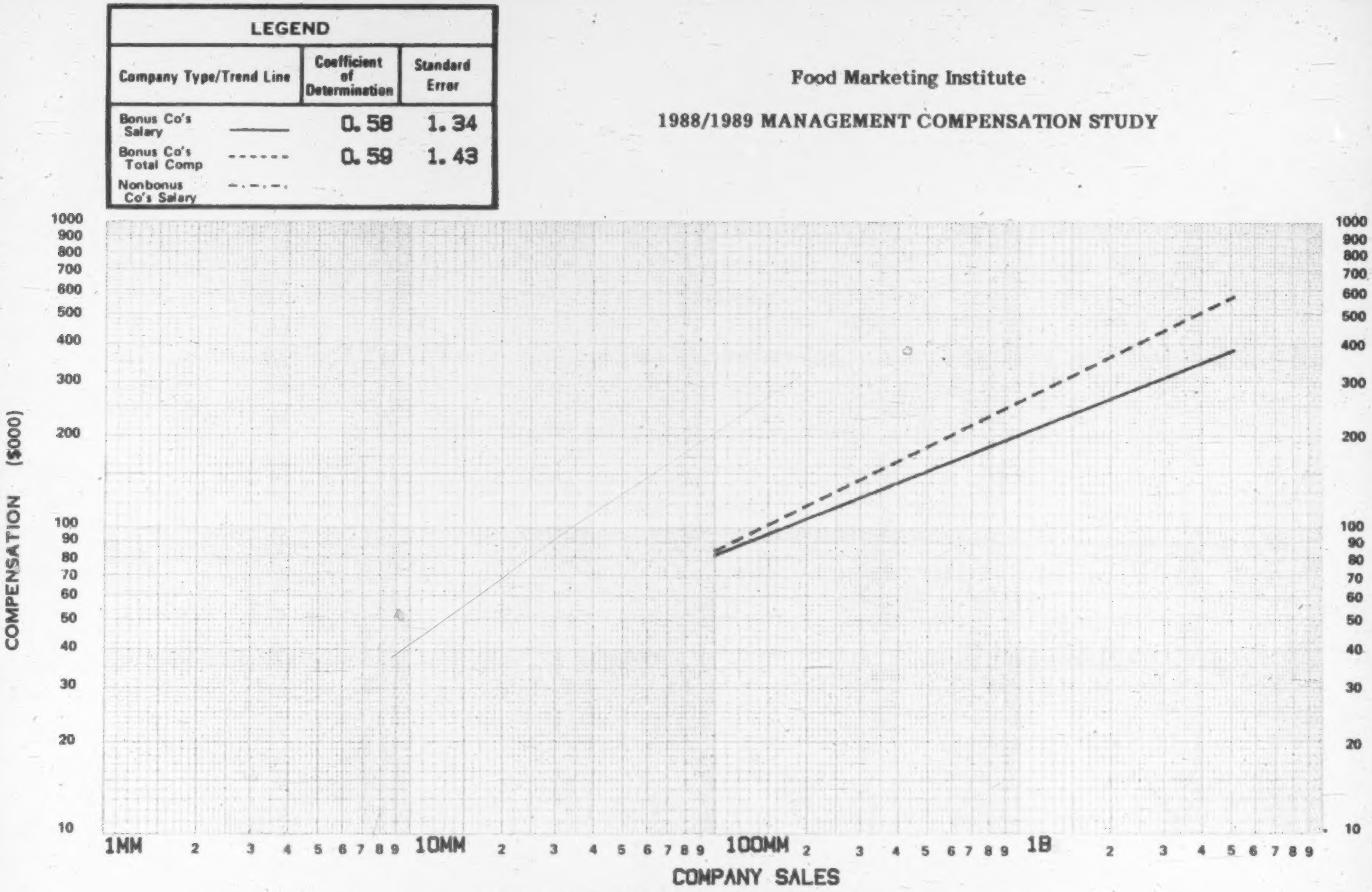
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$400.0	$240.0	$640.0				
TO	CEO/PRESIDENT	301.6	114.1	415.7				
$750.0	CEO/PRESIDENT	300.0	10.0	310.0				
	CEO/PRESIDENT	260.0	0.0	260.0				
	CEO/PRESIDENT	243.0	42.0	285.0		$220.8	$287.0	$353.3
	CEO/PRESIDENT	238.5	323.0	561.5		197.8	247.3	296.8
	CEO/PRESIDENT	225.0	23.0	248.0		198.0	252.5	306.9
	CEO/PRESIDENT	180.0	0.0	180.0		167.6	209.5	251.4
		180.0	154.0	334.0				
	CEO/PRESIDENT	156.0	50.0	206.0				
	CEO/PRESIDENT	140.0	30.0	170.0				
	CEO/PRESIDENT	115.0	103.5	218.5		110.8	135.7	160.7
	NO IN POSITION:	12						
$ 1363.1	WEIGHTED GROUP AVG:	$228.3	$ 90.8	$319.1				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9	BOARD OF DIR.	$298.6	$350.0	$648.6				
AND BELOW	CEO/PRESIDENT	250.0	75.0	325.0				
	CEO/PRESIDENT	220.0	80.0	300.0		$140.0	$174.9	$210.3
	C.O.O.	220.0	75.0	295.0				
	CEO/PRESIDENT	200.0	50.0	250.0		132.3	165.4	198.4
	CEO/PRESIDENT	175.0	15.0	190.0				
	CEO/PRESIDENT	174.1	16.9	191.0				
	BOARD OF DIR.				$156.0			
	CEO/PRESIDENT				150.0			
	CEO/PRESIDENT	140.4	20.0	160.4				
	CEO/PRESIDENT				120.0			
	CEO/PRESIDENT	112.6	19.0	131.6				
	CEO/PRESIDENT	97.2	0.0	97.2				
	CEO/PRESIDENT	90.0	3.0	93.0				
	NO IN POSITION: 14							
$ 324.9	WEIGHTED GROUP AVG:	$179.8	$ 64.0	$243.8	$142.0			
	NO IN POSITION: 34							
$ 2429.5	POSITION AVERAGE:	$227.9	$101.1	$329.0	$202.8			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

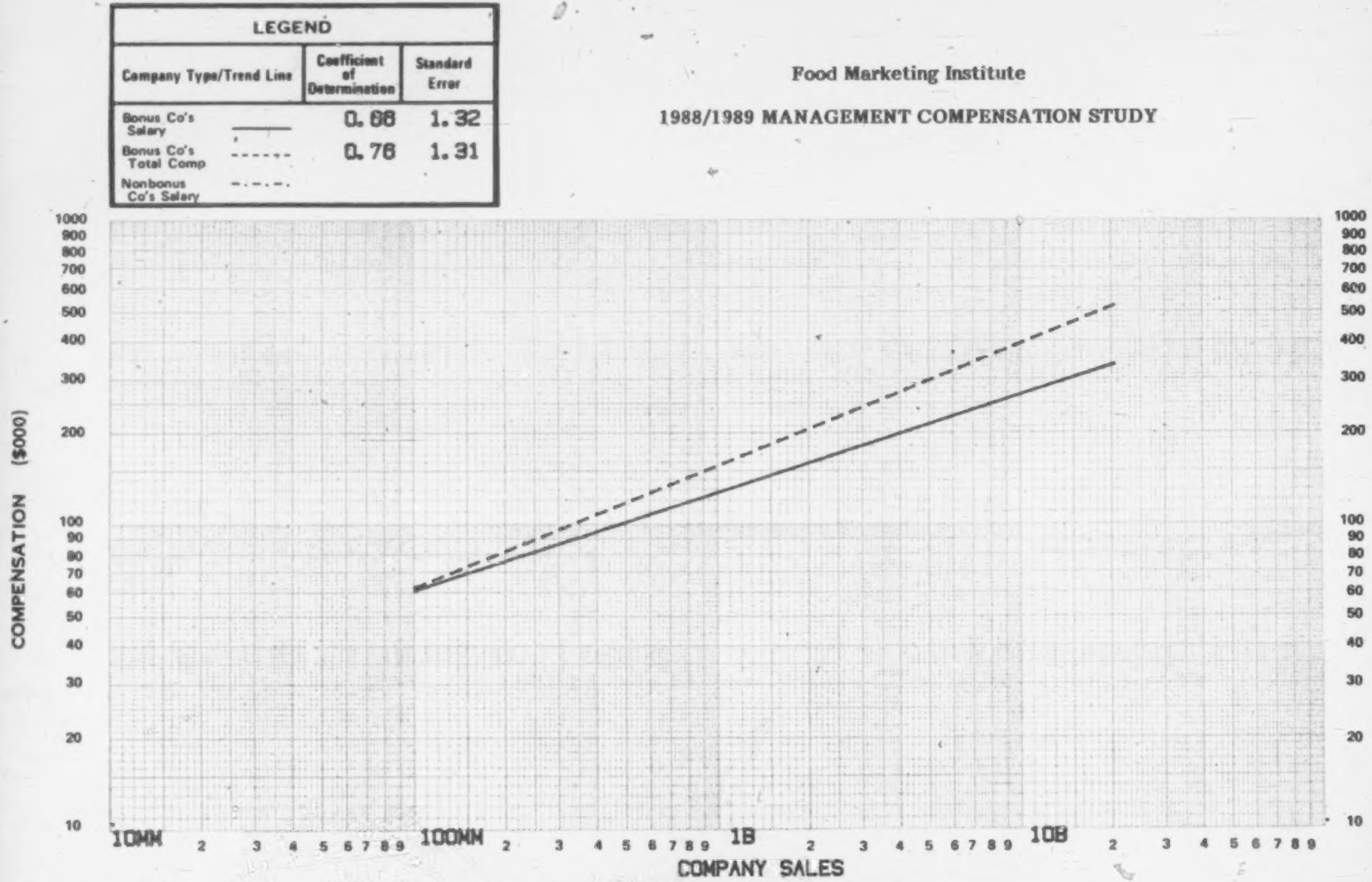
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0	CEO/PRESIDENT	$400.0	$198.9	$598.9		$329.4	$450.1	$570.9
AND ABOVE	CEO/PRESIDENT				$350.0			
	CEO/PRESIDENT	285.0	126.4	411.4		176.7	235.5	294.5
	CEO/PRESIDENT	256.5	262.2	518.7				
	C.O.O.	250.0	117.6	367.6				
	CEO/PRESIDENT	222.0	185.7	407.7		162.9	203.6	244.3
	CEO/PRESIDENT	211.0	88.2	299.2		162.4	203.0	243.6
	CEO/PRESIDENT	210.0	103.2	313.2				
	CEO/PRESIDENT	200.5	49.3	249.8		149.1	179.5	215.3
	CEO/PRESIDENT	179.3	44.3	223.6				
	CEO/PRESIDENT	155.5	120.0	275.5				
	CEO/PRESIDENT	145.0	64.3	209.3				
	NO IN POSITION:	12						
$ 7379.0	WEIGHTED GROUP AVG:	$228.6	$123.7	$352.3	$350.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$220.0	$ 0.0	$220.0				
TO	CEO/PRESIDENT	169.0	17.0	186.0		$112.3	$140.9	$169.6
$1000.0	CEO/PRESIDENT	155.0	30.0	185.0				
	CEO/PRESIDENT	150.0	27.9	177.9				
	CEO/PRESIDENT	150.0	75.0	225.0				
		140.0	10.0	150.0				
	CEO/PRESIDENT	140.0	0.0	140.0		103.3	129.1	154.9
	CEO/PRESIDENT	97.0	76.3	173.3		88.6	108.5	128.5
	C.O.O.	94.6	32.0	126.6				
	C.O.O.	77.7	20.3	98.0				
	CEO/PRESIDENT	70.0	0.0	70.0		54.4	77.3	88.9
	NO IN POSITION: 11							
$ 1426.8	WEIGHTED GROUP AVG:	$133.0	$ 26.3	$159.3				
$999.9	CEO/PRESIDENT	$200.0	$ 0.0	$200.0				
TO	CEO/PRESIDENT	175.0	0.0	175.0				
$500.0	CEO/PRESIDENT	152.0	18.0	170.0				
	CEO/PRESIDENT	140.4	233.6	374.0				
	CEO/PRESIDENT	135.5	29.5	165.0				
	CEO/PRESIDENT	131.6	77.0	208.6		$113.8	$148.0	$182.1
	CEO/PRESIDENT	120.0	0.0	120.0		97.3	121.6	145.9
	SENIOR V.P.	110.0	45.0	155.0				
	CEO/PRESIDENT	104.0	26.6	130.6				
	C.O.O.	101.0	15.5	116.5		82.4	103.0	123.6
	C.O.O.	100.0	7.0	107.0		87.5	113.7	140.0
	CEO/PRESIDENT	84.0	21.0	105.0		75.0	84.0	95.0
	CEO/PRESIDENT	74.8	3.2	78.0				
	CEO/PRESIDENT	41.6	112.8	154.4				
	NO IN POSITION: 14							
$ 704.4	WEIGHTED GROUP AVG:	$119.3	$ 42.1	$161.4				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9 AND BELOW	CEO/PRESIDENT	$135.0	$ 40.5	$175.5				
	CEO/PRESIDENT				$128.0			
	CEO/PRESIDENT	120.0	30.0	150.0		$ 91.4	$114.2	$137.0
	CEO/PRESIDENT				80.0			
	CEO/PRESIDENT	79.5	28.5	108.0				
	CEO/PRESIDENT	70.5	2.0	72.5				
	BOARD OF DIR.				70.2			
	CEO/PRESIDENT				69.0			
	CEO/PRESIDENT				67.0			
	CEO/PRESIDENT	60.0	5.5	65.5				
	CEO/PRESIDENT				53.1			
	CEO/PRESIDENT				46.1			
	CEO/PRESIDENT	44.2	6.3	50.5				
	NO IN POSITION: 13							
$ 228.6	WEIGHTED GROUP AVG:	$ 84.9	$ 18.8	$103.7	$ 73.3			
	NO IN POSITION: 50							
$ 2341.5	POSITION AVERAGE:	$146.6	$ 56.0	$202.6	$107.9			



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	C.O.O.	$415.0	$242.6	$657.6				
	CEO/PRESIDENT	400.0	191.5	591.5				
	EXEC. V.P.	250.0	115.4	365.4		$187.9	$253.4	$319.1
	CEO/PRESIDENT	250.0	111.1	361.1		216.7	291.9	367.1
	BOARD OF DIR.	200.0	0.0	200.0				
	CEO/PRESIDENT	182.5	72.5	255.0		198.9	265.9	333.0
	C.O.O.	117.5	47.8	165.3		108.7	135.9	163.1
	CEO/PRESIDENT	113.5	42.4	155.9		93.4	116.7	140.0
	SENIOR V.P.	75.3	8.3	83.6		59.3	77.0	94.6
	NO IN POSITION:	12						
$ 2604.2	WEIGHTED GROUP AVG:	$189.3	$ 74.7	$264.0				

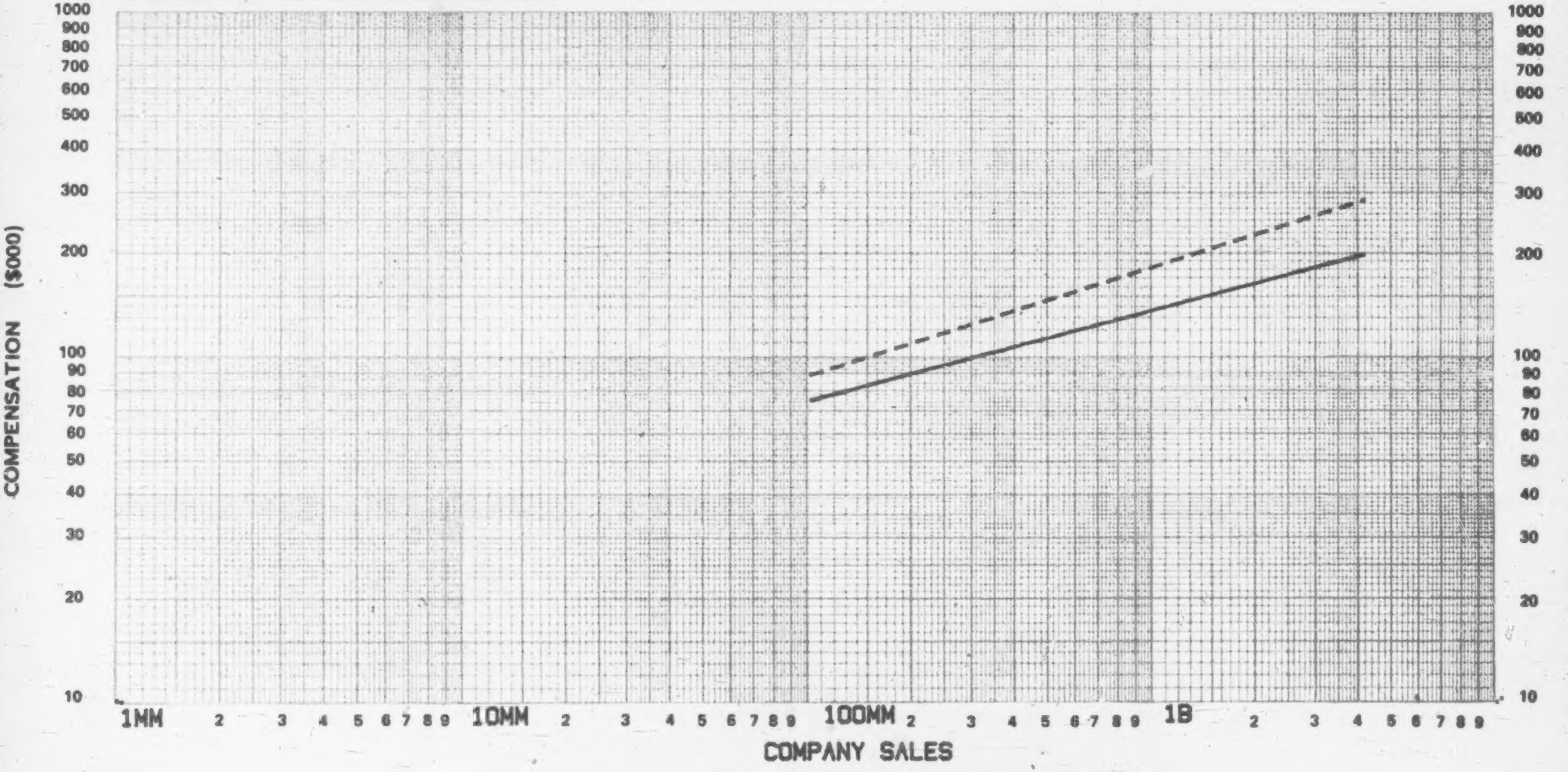
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$225.0	$ 18.0	$243.0		$103.0	$135.5	$167.9
TO	CEO/PRESIDENT	185.0	74.9	259.9				
$500.0	C.O.O.	125.6	39.4	165.0				
	VICE PRESIDENT	125.0	45.0	170.0				
	CEO/PRESIDENT	116.0	30.0	146.0				
	CEO/PRESIDENT	110.0	19.5	129.5				
	CEO/PRESIDENT	105.0	23.8	128.8		83.0	95.0	120.0
	CEO/PRESIDENT	82.0	4.1	86.1				
	CEO/PRESIDENT	67.6	102.2	169.8				
	NO IN POSITION:	10						
$ 720.0	WEIGHTED GROUP AVG:	$120.9	$ 45.9	$166.8				
$499.9	CEO/PRESIDENT	$170.8	$ 68.3	$239.1		$150.8	$200.0	$249.1
AND BELOW	CEO/PRESIDENT				$150.0			
	CEO/PRESIDENT				137.0			
	CEO/PRESIDENT				94.0			
	C.O.O.	92.0	0.0	92.0				
	CEO/PRESIDENT	91.5	7.0	98.5				
	CEO/PRESIDENT	88.1	30.0	118.1		67.8	79.7	91.7
	CEO/PRESIDENT	84.5	28.5	113.0				
	CEO/PRESIDENT				72.0			
		39.0	0.0	39.0				
	NO IN POSITION:	11						
$ 224.8	WEIGHTED GROUP AVG:	$ 92.9	$ 23.2	$116.1	$113.3			
	NO IN POSITION:	33						
$ 1240.1	POSITION AVERAGE:	$142.5	$ 52.3	$194.8	$113.3			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.42	1.35
Bonus Co's Total Comp	------	0.50	1.38
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

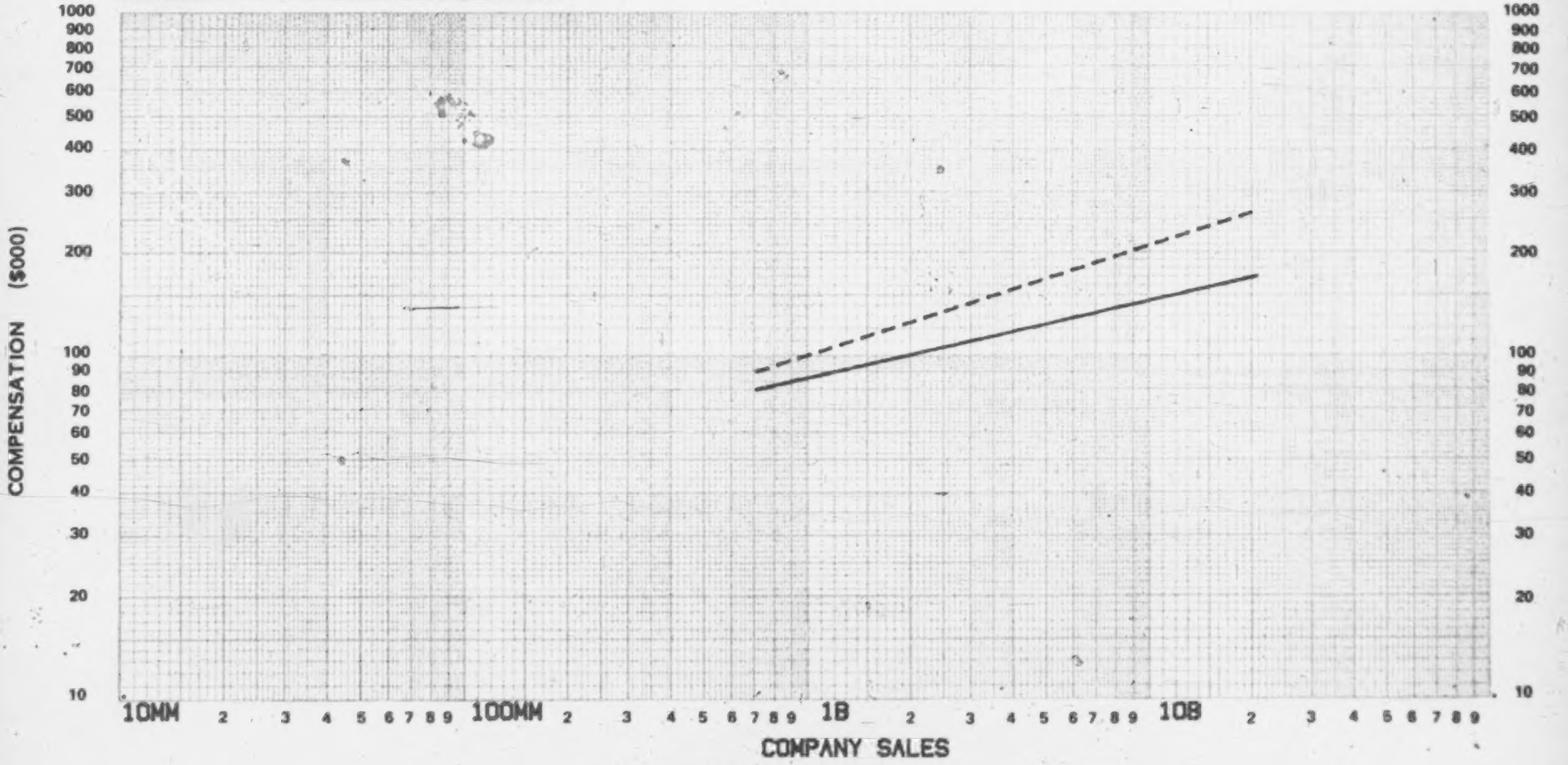
Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$240.0	$125.8	$365.8				
	CEO/PRESIDENT	183.0	134.0	317.0		$139.4	$174.3	$209.2
	CEO/PRESIDENT	170.0	93.8	263.8		163.9	219.9	275.9
	CEO/PRESIDENT	143.0	47.4	190.4		110.6	138.3	166.0
		135.0	33.8	168.8				
	CEO/PRESIDENT	121.0	200.0	321.0				
	CEO/PRESIDENT	110.0	35.9	145.9		82.6	103.3	124.0
	CEO/PRESIDENT	101.0	37.5	138.5				
	SENIOR V.P.				$ 97.3	64.2	78.5	92.8
	NO IN POSITION:	9						
$ 8238.0	WEIGHTED GROUP AVG:	$150.4	$ 88.5	$238.9	$ 97.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT				$226.1			
TO	CEO/PRESIDENT	$140.0	$ 70.0	$210.0				
$1000.0	CEO/PRESIDENT	106.0	39.5	145.5		$ 76.2	$ 95.3	$114.3
	CEO/PRESIDENT				99.0	87.8	109.7	131.6
	EXEC. V.P.	97.5	13.2	110.7				
	CEO/PRESIDENT	84.0	0.0	84.0				
	CEO/PRESIDENT	83.5	54.5	138.0		73.8	90.4	107.0
	CEO/PRESIDENT	83.3	16.6	99.9		55.3	69.1	82.9
	SENIOR V.P.	58.5	0.0	58.5		34.0	61.1	70.3
	NO IN POSITION:	9						
$ 1531.6	WEIGHTED GROUP AVG:	$ 93.3	$ 27.6	$120.9	$162.6			
$999.9	CEO/PRESIDENT	$148.7	$ 77.0	$225.7		$113.8	$148.0	$182.1
AND BELOW	CEO/PRESIDENT	145.0	40.0	185.0		91.4	114.2	137.0
	C.O.O.	125.0	8.0	133.0		66.7	85.0	103.3
	CEO/PRESIDENT	103.0	17.3	120.3				
	CEO/PRESIDENT	68.0	5.5	73.5				
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	NO IN POSITION:	6						
$ 637.4	WEIGHTED GROUP AVG:	$108.3	$ 25.5	$133.8				
	NO IN POSITION:	24						
$ 3823.0	POSITION AVERAGE:	$119.3	$ 50.2	$169.5	$140.8			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.58	1.25
Bonus Co's Total Comp	------	0.60	1.36
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT				$226.0			
	SENIOR V.P.	$118.5	$ 35.2	$153.7		$ 98.4	$123.0	$147.6
	EXEC. V.P.	115.0	53.0	168.0		65.9	83.8	101.7
	EXEC. V.P.	113.3	23.7	137.0		87.4	116.5	145.7
	EXEC. V.P.	111.5	24.0	135.5		74.6	89.3	107.1
	EXEC. V.P.	109.5	46.7	156.2		84.6	111.1	131.6
	CEO/PRESIDENT	106.0	39.2	145.2				
	EXEC. V.P.	105.0	37.0	142.0		84.6	111.1	131.6
	SENIOR V.P.	98.0	91.6	189.6		87.4	109.3	133.2
	EXEC. V.P.	95.5	35.7	131.2		82.6	103.3	124.0
		92.0	9.2	101.2				
	SENIOR V.P.	90.8	28.0	118.8				
	SENIOR V.P.	83.6	32.8	116.4				
	SENIOR V.P.	78.0	44.3	122.3		52.6	65.8	78.9
	GROUP EXEC.	56.4	0.3	56.7		36.4	43.9	51.5
	NO IN POSITION:	16						
$ 6442.5	WEIGHTED GROUP AVG:	$ 95.3	$ 33.4	$128.7	$226.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

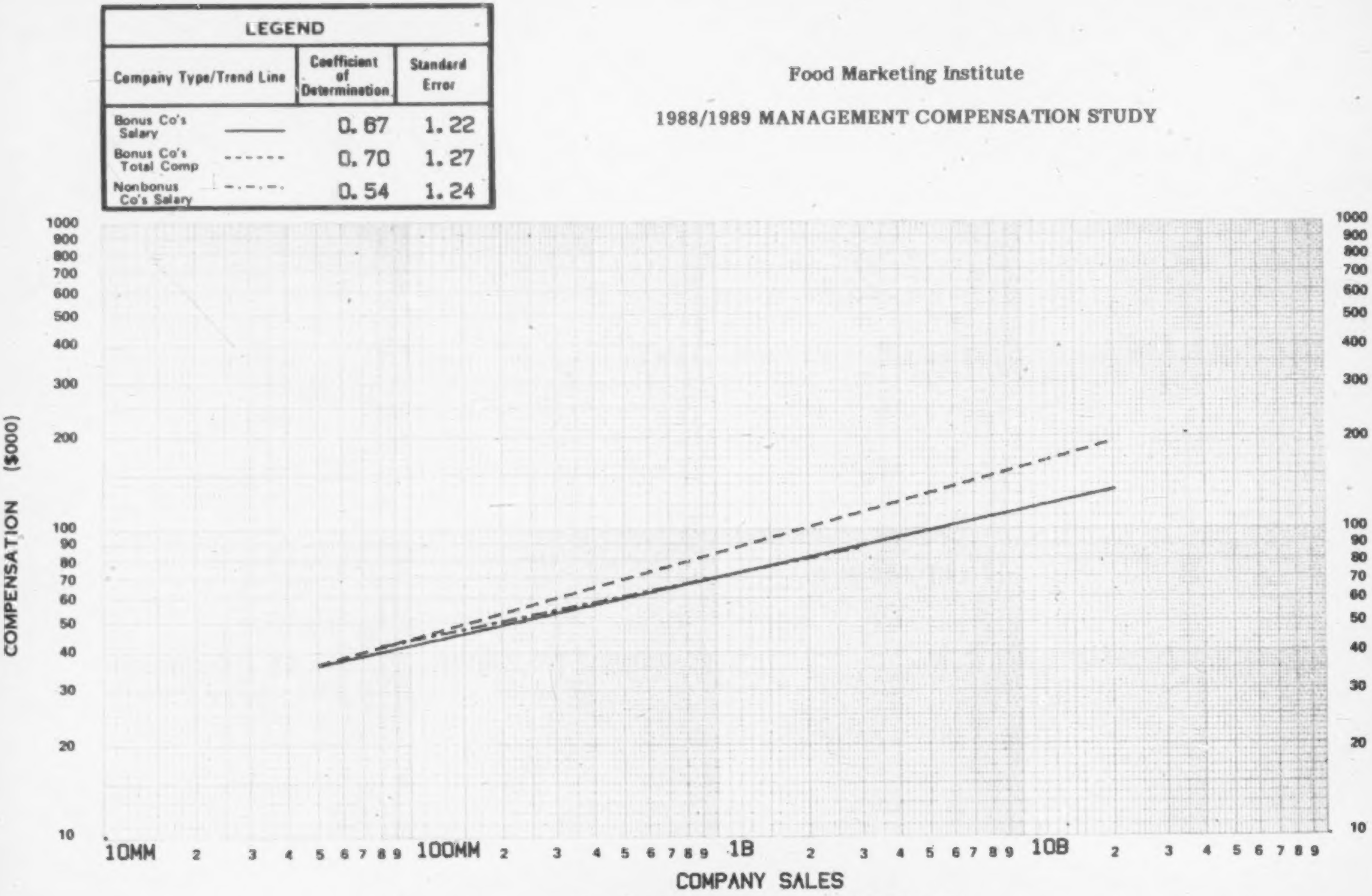
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$107.0	$ 33.0	$140.0		$ 74.0	$ 93.0	$112.0
TO	CEO/PRESIDENT				$105.8	71.1	88.9	106.7
$1000.0	EXEC. V.P.	96.0	58.2	154.2		81.4	101.7	122.0
	EXEC. V.P.	89.3	10.2	99.5				
	SENIOR V.P.	87.5	17.5	105.0				
	EXEC. V.P.	85.0	0.0	85.0				
	VICE PRESIDENT	81.1	18.2	99.3				
	CEO/PRESIDENT				78.0	68.4	85.5	102.6
	C.O.O.	75.0	19.5	94.5		58.9	73.6	88.3
	SENIOR V.P.				72.0	49.4	64.1	78.8
	SENIOR V.P.	71.5	7.2	78.7		59.9	74.3	88.7
	SENIOR V.P.	65.0	0.0	65.0		34.0	61.1	70.3
	SENIOR V.P.	63.8	35.9	99.7		54.8	67.1	79.5
	SENIOR V.P.	60.0	6.3	66.3				
		57.5	7.5	65.0				
	NO IN POSITION: 15							
$ 1507.3	WEIGHTED GROUP AVG:	$ 78.2	$ 17.8	$ 96.0	$ 85.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 94.5	$ 22.0	$116.5				
TO	VICE PRESIDENT	85.5	13.5	99.0				
$500.0	SENIOR V.P.	82.6	0.0	82.6		$ 56.8	$ 71.0	$ 85.2
	SENIOR V.P.	76.2	19.0	95.2		52.0	67.6	83.2
	EXEC. V.P.	74.9	18.7	93.6				
	C.O.O.	70.0	3.0	73.0		44.9	56.3	67.9
	EXEC. V.P.	65.0	0.0	65.0				
		62.5	9.9	72.4		54.9	68.6	82.3
	EXEC. V.P.	62.5	5.5	68.0				
	SENIOR V.P.	61.7	11.0	72.7		50.0	61.0	66.0
	CEO/PRESIDENT	54.9	11.9	66.8				
	EXEC. V.P.	54.6	2.2	56.8				
	GROUP EXEC.				$ 54.6			
	VICE PRESIDENT	50.0	0.0	50.0		37.0	46.0	56.0
	C.O.O.	46.0	27.0	73.0				
	NO IN POSITION: 15							
$ 706.8	WEIGHTED GROUP AVG:	$ 67.2	$ 10.3	$ 77.5	$ 54.6			
$499.9	CEO/PRESIDENT	$ 73.5	$ 5.0	$ 78.5				
TO	EXEC. V.P.	65.0	25.0	90.0		$ 47.5	$ 59.3	$ 71.1
$250.0	SENIOR V.P.	60.0	21.0	81.0				
	SENIOR V.P.				$ 58.8			
	CEO/PRESIDENT	53.9	2.0	55.9		43.9	51.7	59.4
	C.O.O.	46.5	0.0	46.5		38.6	48.0	57.7
					46.5			
	ASST. V.P./DIR	45.5	3.8	49.3				
		39.0	45.8	84.8				
	VICE PRESIDENT	34.0	5.0	39.0		23.9	29.4	34.9
	NO IN POSITION: 10							
$ 352.7	WEIGHTED GROUP AVG:	$ 52.2	$ 13.4	$ 65.6	$ 52.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	C.O.O.	$ 98.0	$ 5.0	$103.0				
AND BELOW	C.O.O.				$ 95.3			
	CEO/PRESIDENT	70.5	0.0	70.5				
	CEO/PRESIDENT				59.5			
	VICE PRESIDENT	55.0	13.7	68.7				
	CEO/PRESIDENT				49.0	$ 37.8	$ 45.7	$ 53.7
	GROUP EXEC.				48.1			
		48.0	0.0	48.0				
		46.0	2.6	48.6				
	VICE PRESIDENT				44.3			
	C.O.O.	43.0	0.0	43.0				
	BOARD OF DIR.				36.9			
	CEO/PRESIDENT	33.8	0.0	33.8				
		29.0	3.0	32.0				
	NO IN POSITION: 14							
$ 133.2	WEIGHTED GROUP AVG:	$ 52.9	$ 3.1	$ 56.0	$ 55.5			
	NO IN POSITION: 70							
$ 2024.1	POSITION AVERAGE:	$ 72.8	$ 17.4	$ 90.2	$ 75.0			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.67	1.22
Bonus Co's Total Comp	------	0.70	1.27
Nonbonus Co's Salary	-.-.-.	0.54	1.24

SURVEY POSITION #6 - CONTROLLER

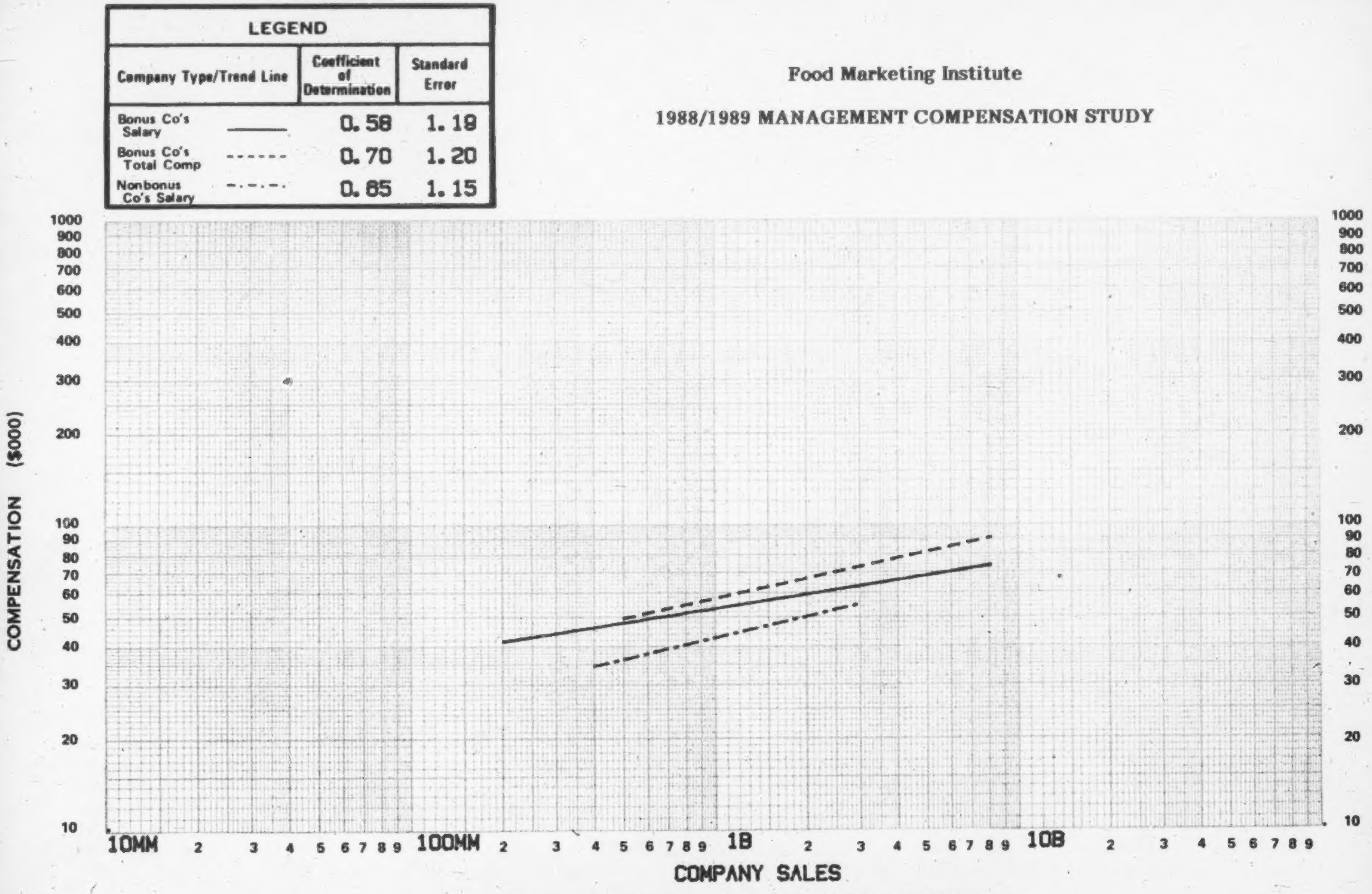
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures, and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	GROUP EXEC.	$ 86.5	$ 21.3	$107.8				
	SENIOR V.P.	83.2	12.0	95.2		$ 52.6	$ 65.8	$ 78.9
	EXEC. V.P.	81.8	12.0	93.8		68.3	88.3	108.4
	SENIOR V.P.	75.0	39.1	114.1		55.3	69.1	82.9
	CEO/PRESIDENT				$ 70.0			
	VICE PRESIDENT	68.9	13.3	82.2		60.3	76.9	93.5
	CEO/PRESIDENT	52.9	16.2	69.1		50.9	63.6	76.3
	EXEC. V.P.	52.8	4.6	57.4		48.7	64.8	81.8
	GROUP EXEC.	51.4	1.6	53.0		36.4	43.9	51.5
	EXEC. V.P.				49.0	46.9	57.3	67.7
	NO IN POSITION:	10						
$ 7772.5	WEIGHTED GROUP AVG:	$ 69.1	$ 15.0	$ 84.1	$ 59.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	SENIOR V.P.	$ 66.5	$ 0.0	$ 66.5		$ 52.6	$ 65.7	$ 78.8
TO	SENIOR V.P.	65.0	0.0	65.0				
$750.0	VICE PRESIDENT	62.5	10.2	72.7		48.8	65.1	81.4
	CEO/PRESIDENT	60.0	15.6	75.6		50.8	63.5	76.2
	VICE PRESIDENT				$ 51.5	42.2	51.7	61.3
	C.O.O.	45.0	2.5	47.5		36.4	45.2	53.9
	VICE PRESIDENT				43.6	38.6	47.3	56.0
	VICE PRESIDENT	35.0	6.0	41.0				
	NO IN POSITION: 8							
$ 1423.2	WEIGHTED GROUP AVG:	$ 55.7	$ 5.7	$ 61.4	$ 47.6			
$749.9	VICE PRESIDENT				$ 49.9			
AND BELOW	EXEC. V.P.	$ 49.3	$ 0.0	$ 49.3				
	EXEC. V.P.				48.6			
	EXEC. V.P.	44.5	3.0	47.5		$ 32.7	$ 41.0	$ 49.1
	CEO/PRESIDENT	43.7	2.4	46.1				
	EXEC. V.P.	37.7	1.9	39.6				
	GROUP EXEC.				35.4			
		33.0	0.0	33.0				
	SENIOR V.P.				30.7			
	NO IN POSITION: 9							
$ 448.2	WEIGHTED GROUP AVG:	$ 41.6	$ 1.5	$ 43.1	$ 41.2			
	NO IN POSITION: 27							
$ 3449.8	POSITION AVERAGE:	$ 57.6	$ 8.5	$ 66.1	$ 47.3			



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size, and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$147.5	$118.3	$265.8		$111.7	$139.6	$167.5
		146.0	36.5	182.5				
	SENIOR V.P.	130.0	37.6	167.6		98.4	123.0	147.6
	SENIOR V.P.	125.0	33.2	158.2				
	GROUP EXEC.	122.5	43.5	166.0				
	CEO/PRESIDENT	121.0	75.0	196.0				
	EXEC. V.P.	116.2	65.4	181.6		76.0	98.3	120.5
	EXEC. V.P.	116.0	27.6	143.6		110.7	147.6	184.5
	EXEC. V.P.	110.5	24.2	134.7		83.0	99.8	118.7
	CEO/PRESIDENT	109.5	20.6	130.1				
	CEO/PRESIDENT	104.5	38.8	143.3		85.3	106.6	127.9
	SENIOR V.P.	98.0	27.0	125.0				
	CEO/PRESIDENT				$ 95.8			
	EXEC. V.P.	84.8	29.4	114.2		68.3	88.3	108.4
	EXEC. V.P.	80.0	24.6	104.6		68.3	88.3	108.4
	NO IN POSITION: 15							
$ 6756.5	WEIGHTED GROUP AVG:	$115.1	$ 43.0	$158.1	$ 95.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	C.O.O.	$126.0	$ 17.0	$143.0				
	SENIOR V.P.	120.0	36.0	156.0				
	C.O.O.				$117.4	$ 71.1	$ 88.9	$106.7
	CEO/PRESIDENT	110.0	0.0	110.0				
	SENIOR V.P.	100.0	8.0	108.0				
	SENIOR V.P.	99.5	30.9	130.4		74.0	93.0	112.0
	C.O.O.	96.5	31.9	128.4				
	VICE PRESIDENT	95.0	35.8	130.8		77.6	97.0	116.4
	SENIOR V.P.	95.0	9.5	104.5		72.1	89.7	107.4
	EXEC. V.P.	87.0	42.5	129.5		69.8	87.2	104.6
	CEO/PRESIDENT				85.5	75.7	92.7	109.8
	SENIOR V.P.	85.0	0.0	85.0		54.4	77.3	88.9
	C.O.O.	75.0	19.5	94.5				
					65.0			
	SENIOR V.P.	51.0	9.4	60.4				
	SENIOR V.P.				47.0	43.2	52.9	62.6
	NO IN POSITION: 16							
$ 1492.0	WEIGHTED GROUP AVG:	$ 95.0	$ 20.0	$115.0	$ 78.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	EXEC. V.P.	$ 90.0	$ 0.0	$ 90.0				
	SENIOR V.P.	88.5	0.0	88.5		$ 77.3	$ 96.6	$115.9
	C.O.O.	83.0	17.4	100.4				
	EXEC. V.P.	80.0	0.0	80.0				
	CEO/PRESIDENT	78.5	19.9	98.4		67.5	75.0	85.0
	SENIOR V.P.	75.9	27.5	103.4		52.0	67.6	83.2
	GROUP EXEC.				$ 69.7			
	C.O.O.	68.5	3.0	71.5		48.4	62.7	77.0
	CEO/PRESIDENT	68.5	14.9	83.4				
	CEO/PRESIDENT	68.1	9.3	77.4				
	EXEC. V.P.	62.5	15.5	78.0				
		61.1	9.7	70.8		54.9	68.6	82.3
	EXEC. V.P.	60.0	9.0	69.0				
	EXEC. V.P.	49.4	2.5	51.9				
	NO IN POSITION:	14						
$ 704.4	WEIGHTED GROUP AVG:	$ 71.8	$ 9.9	$ 81.7	$ 69.7			
$499.9 TO $250.0	SENIOR V.P.				$ 62.5			
	EXEC. V.P.	$ 61.5	$ 14.0	$ 75.5		$ 47.5	$ 59.3	$ 67.7
	C.O.O.	50.5	7.5	58.0		40.4	47.6	54.7
	CEO/PRESIDENT	50.2	5.0	55.2				
	SENIOR V.P.	46.5	12.0	58.5				
	SENIOR V.P.	39.0	1.2	40.2				
	ASST. V.P./DIR	37.7	2.9	40.6				
	NO IN POSITION:	7						
$ 348.0	WEIGHTED GROUP AVG:	$ 47.6	$ 7.1	$ 54.7	$ 62.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

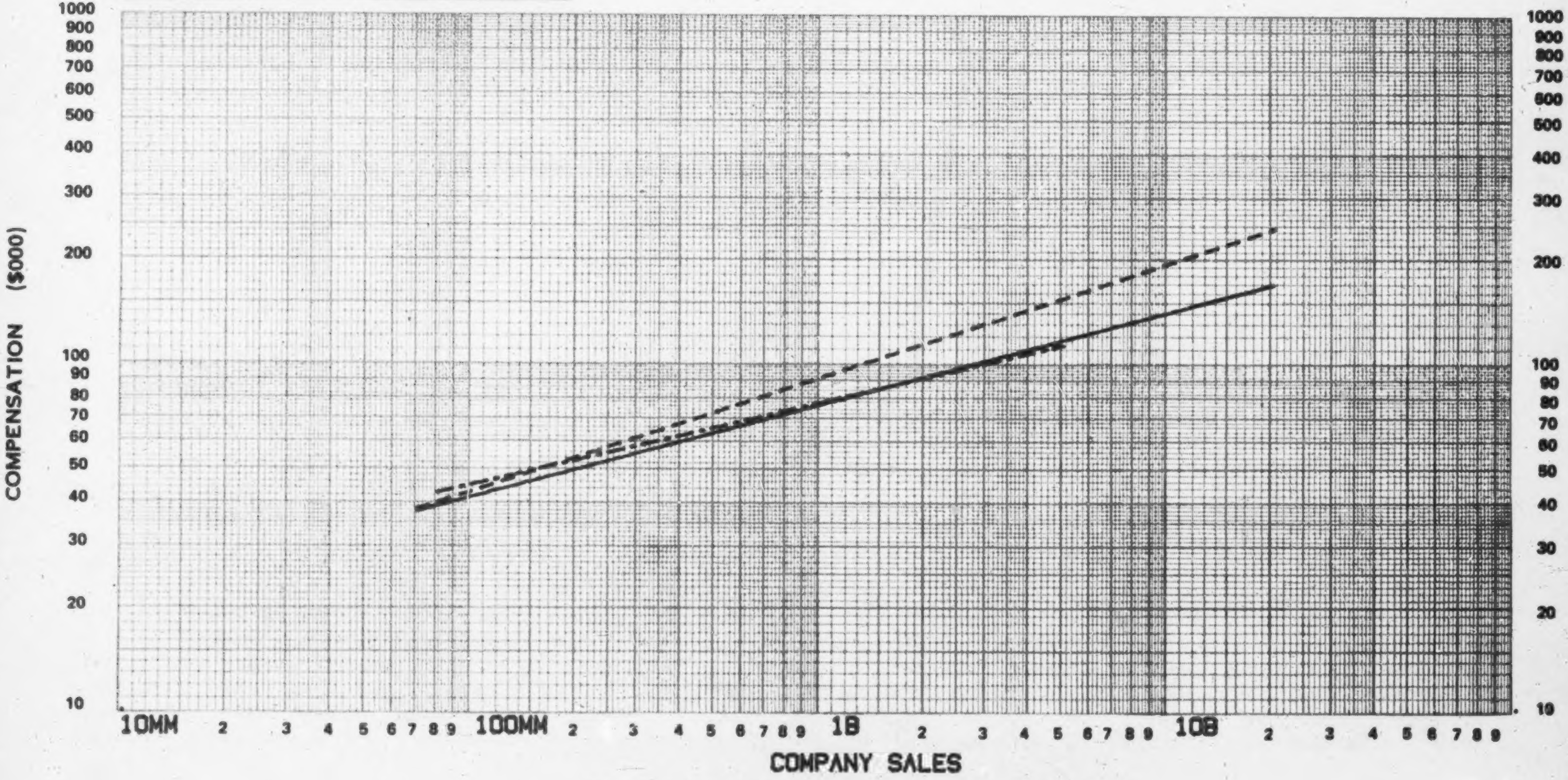
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	ASST. V.P./DIR	$ 75.0	$ 18.8	$ 93.8				
	EXEC. V.P.				$ 70.7			
	C.O.O.	70.0	5.0	75.0				
	C.O.O.	47.4	0.0	47.4				
	VICE PRESIDENT				47.0			
	CEO/PRESIDENT				45.9			
	GROUP EXEC.				40.8			
		40.0	0.8	40.8				
	EXEC. V.P.				34.8			
	GROUP EXEC.	33.2	0.0	33.2		$ 29.6	$ 31.4	$ 33.2
		26.0	10.0	36.0				
	NO IN POSITION: 11							
$ 142.8	WEIGHTED GROUP AVG:	$ 48.6	$ 5.8	$ 54.4	$ 47.8			
	NO IN POSITION: 63							
$ 2207.7	POSITION AVERAGE:	$ 83.6	$ 20.5	$104.1	$ 65.2			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.70	1.25
Bonus Co's Total Comp	------	0.78	1.27
Nonbonus Co's Salary	-.-.-.	0.70	1.24

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #8 - TOP MIS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers, and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters, and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0	CEO/PRESIDENT	$204.7	$ 52.0	$256.7		$149.1	$179.5	$215.3
AND ABOVE	CEO/PRESIDENT	157.0	61.4	218.4		120.8	151.0	181.2
		148.0	14.3	162.3				
	C.O.O.	142.0	134.0	276.0		121.3	151.6	181.9
	EXEC. V.P.	141.4	60.6	202.0		92.8	123.1	153.5
	EXEC. V.P.	103.6	46.5	150.1		92.8	123.1	153.5
	CEO/PRESIDENT	101.8	105.5	207.3				
	CEO/PRESIDENT				$101.3			
	CEO/PRESIDENT	95.7	41.4	137.1		82.6	103.3	124.0
	NO IN POSITION:	9						
$ 6122.7	WEIGHTED GROUP AVG:	$136.8	$ 64.4	$201.2	$101.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

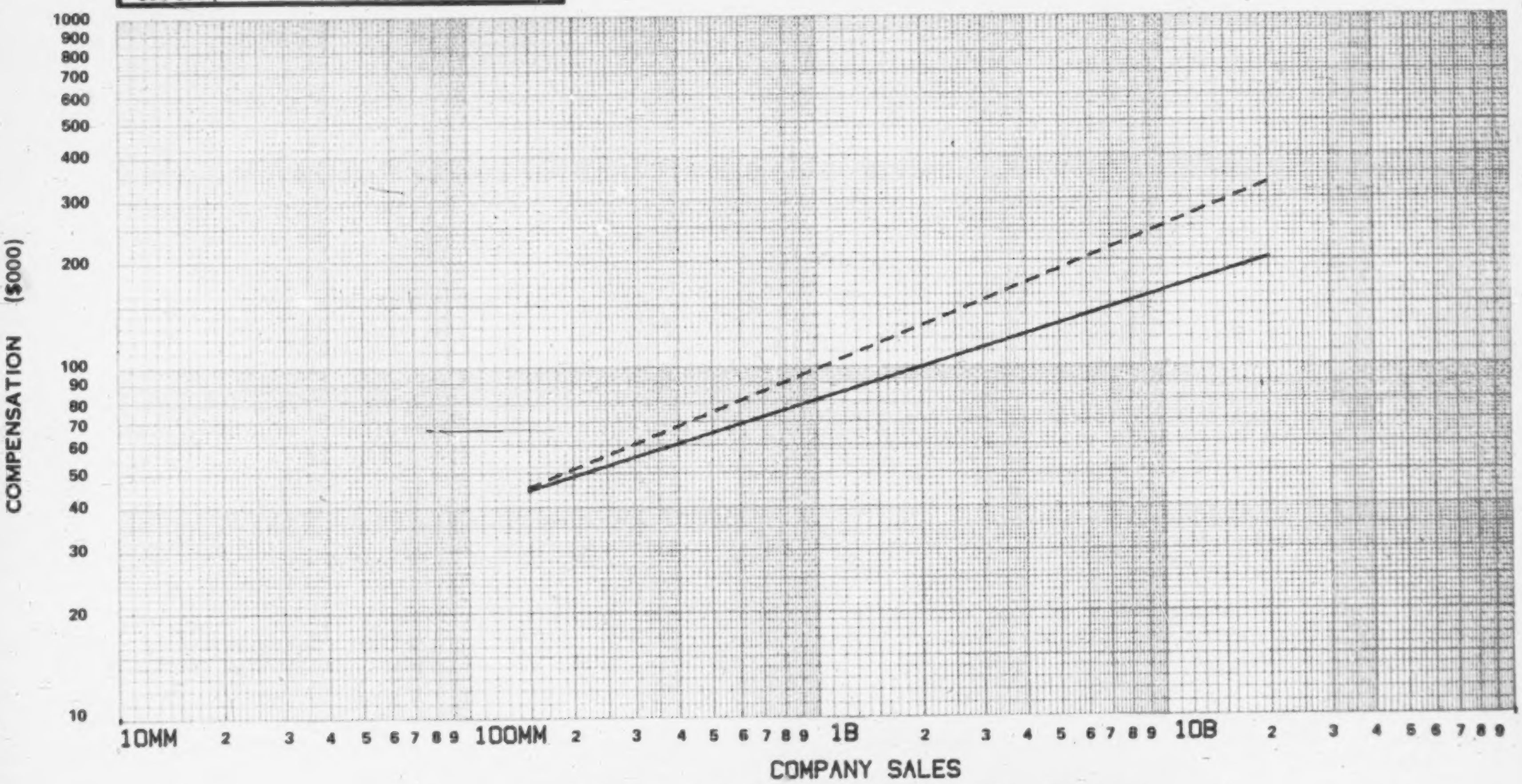
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$135.0	$ 67.5	$202.5				
TO	C.O.O.				$119.6			
$1000.0	CEO/PRESIDENT	117.5	44.3	161.8		$ 93.4	$116.7	$140.0
	CEO/PRESIDENT	115.0	43.1	158.1		84.0	105.0	126.0
	CEO/PRESIDENT	100.0	10.0	110.0		88.9	111.1	133.3
	CEO/PRESIDENT	98.0	20.0	118.0				
	CEO/PRESIDENT	93.0	61.8	154.8		73.8	90.4	107.0
	CEO/PRESIDENT				77.0	68.4	85.5	102.6
		65.0	10.0	75.0				
	C.O.O.	60.1	17.4	77.5				
	NO IN POSITION: 10							
$ 1429.6	WEIGHTED GROUP AVG:	$ 97.9	$ 34.2	$132.2	$ 98.3			
$999.9	C.O.O.	$ 95.0	$ 6.5	$101.5		$ 74.3	$ 95.5	$116.7
TO	CEO/PRESIDENT	85.5	13.7	99.2				
$500.0	VICE PRESIDENT	72.0	5.0	77.0		54.0	68.0	82.0
	CEO/PRESIDENT	70.0	0.0	70.0				
	CEO/PRESIDENT	68.0	11.9	79.9		60.0	65.0	70.0
	C.O.O.	64.3	10.5	74.8		54.9	68.6	82.3
	EXEC. V.P.	63.0	0.0	63.0				
	C.O.O.	62.0	15.3	77.3				
	CEO/PRESIDENT	61.4	9.9	71.3				
	GROUP EXEC.				$ 56.2			
	NO IN POSITION: 10							
$ 719.6	WEIGHTED GROUP AVG:	$ 71.2	$ 8.1	$ 79.3	$ 56.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT				$123.5			
	C.O.O.	$105.0	$ 32.5	$137.5		$ 72.0	$ 90.0	$107.9
	C.O.O.	85.0	25.5	110.5				
	EXEC. V.P.				75.4			
	C.O.O.	68.1	20.4	88.5		65.9	83.9	101.7
	SENIOR V.P.	55.9	1.7	57.6				
	C.O.O.	51.0	0.0	51.0				
	C.O.O.				50.5			
		46.0	4.0	50.0				
	C.O.O.	45.5	4.1	49.6				
	EXEC. V.P.				44.0			
		39.0	47.4	86.4				
		21.0	0.0	21.0				
	NO IN POSITION: 13							
$ 242.5	WEIGHTED GROUP AVG:	$ 57.4	$ 15.1	$ 72.5	$ 73.4			
	NO IN POSITION: 42							
$ 1898.8	POSITION AVERAGE:	$ 89.3	$ 29.3	$118.6	$ 80.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.76	1.19
Bonus Co's Total Comp	------	0.74	1.27
Nonbonus Co's Salary	–.–.–.		



SURVEY POSITION #9 - TOP HUMAN RESOURCES
W/LABOR RELATIONS

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, and safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters, and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organization and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	C.O.O.	$142.5	$ 52.0	$194.5				
	CEO/PRESIDENT	125.0	0.0	125.0				
	CEO/PRESIDENT	122.0	23.0	145.0				
	CEO/PRESIDENT	111.5	43.8	155.3				
	VICE PRESIDENT	105.5	39.9	145.4		$ 87.5	$112.6	$137.6
	SENIOR V.P.	105.0	5.0	110.0				
	GROUP EXEC.	100.1	59.5	159.6		69.2	86.5	103.8
	EXEC. V.P.	96.0	38.6	134.6		54.1	71.7	89.3
	CEO/PRESIDENT	85.0	9.7	94.7		68.9	91.8	114.8
	NO IN POSITION:	9						
$ 6145.9	WEIGHTED GROUP AVG:	$110.3	$ 30.2	$140.5				

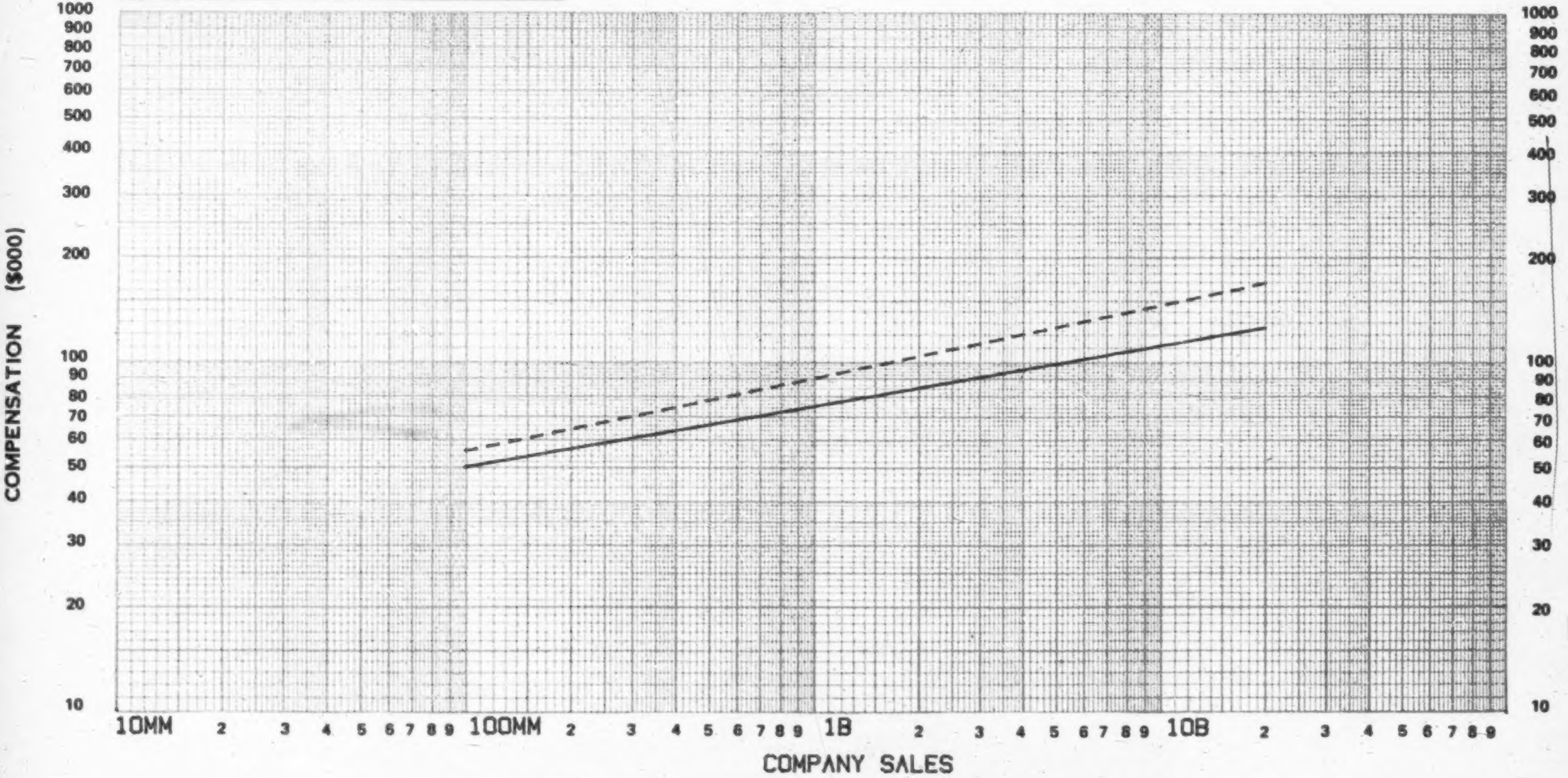
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1499.9	CEO/PRESIDENT	$110.0	$ 77.4	$187.4		$ 95.8	$119.7	$143.6
TO	C.O.O.	83.5	18.6	102.1				
$500.0	CEO/PRESIDENT	81.0	10.0	91.0				
	EXEC. V.P.	78.7	6.0	84.7				
	SENIOR V.P.	77.1	27.5	104.6		52.0	67.6	83.2
	CEO/PRESIDENT	65.0	3.2	68.2				
	VICE PRESIDENT	64.0	11.6	75.6		48.6	59.5	70.5
	SENIOR V.P.	57.5	0.0	57.5		34.0	61.1	70.3
	VICE PRESIDENT				$ 50.0	37.0	46.0	56.0
	GROUP EXEC.				36.9			
	VICE PRESIDENT	32.0	0.0	32.0				
	NO IN POSITION: 11							
$ 780.0	WEIGHTED GROUP AVG:	$ 72.1	$ 17.1	$ 89.2	$ 43.5			
$499.9	SENIOR V.P.	$ 93.0	$ 12.0	$105.0				
AND BELOW	CEO/PRESIDENT				$ 78.0			
	CEO/PRESIDENT	75.0	12.5	87.5		$ 58.6	$ 68.9	$ 79.3
	CEO/PRESIDENT				62.0			
	CEO/PRESIDENT	57.3	10.0	67.3				
	CEO/PRESIDENT	57.2	19.9	77.1				
	CEO/PRESIDENT	56.5	20.0	76.5				
	CEO/PRESIDENT				56.0			
		43.5	5.0	48.5				
	CEO/PRESIDENT	43.1	0.0	43.1				
	CEO/PRESIDENT				40.6			
	SENIOR V.P.	40.0	2.5	42.5				
	CEO/PRESIDENT				32.5	32.5	39.0	45.5
	NO IN POSITION: 13							
$ 204.4	WEIGHTED GROUP AVG:	$ 58.2	$ 10.2	$ 68.4	$ 53.8			
	NO IN POSITION: 33							
$ 2016.7	POSITION AVERAGE:	$ 81.0	$ 19.6	$100.6	$ 50.9			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.67	1.21
Bonus Co's Total Comp	------	0.63	1.29
Nonbonus Co's Salary	–.–.–.		



SURVEY POSITION #10 - TOP HUMAN RESOURCES
W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreements to managers and supervisors.

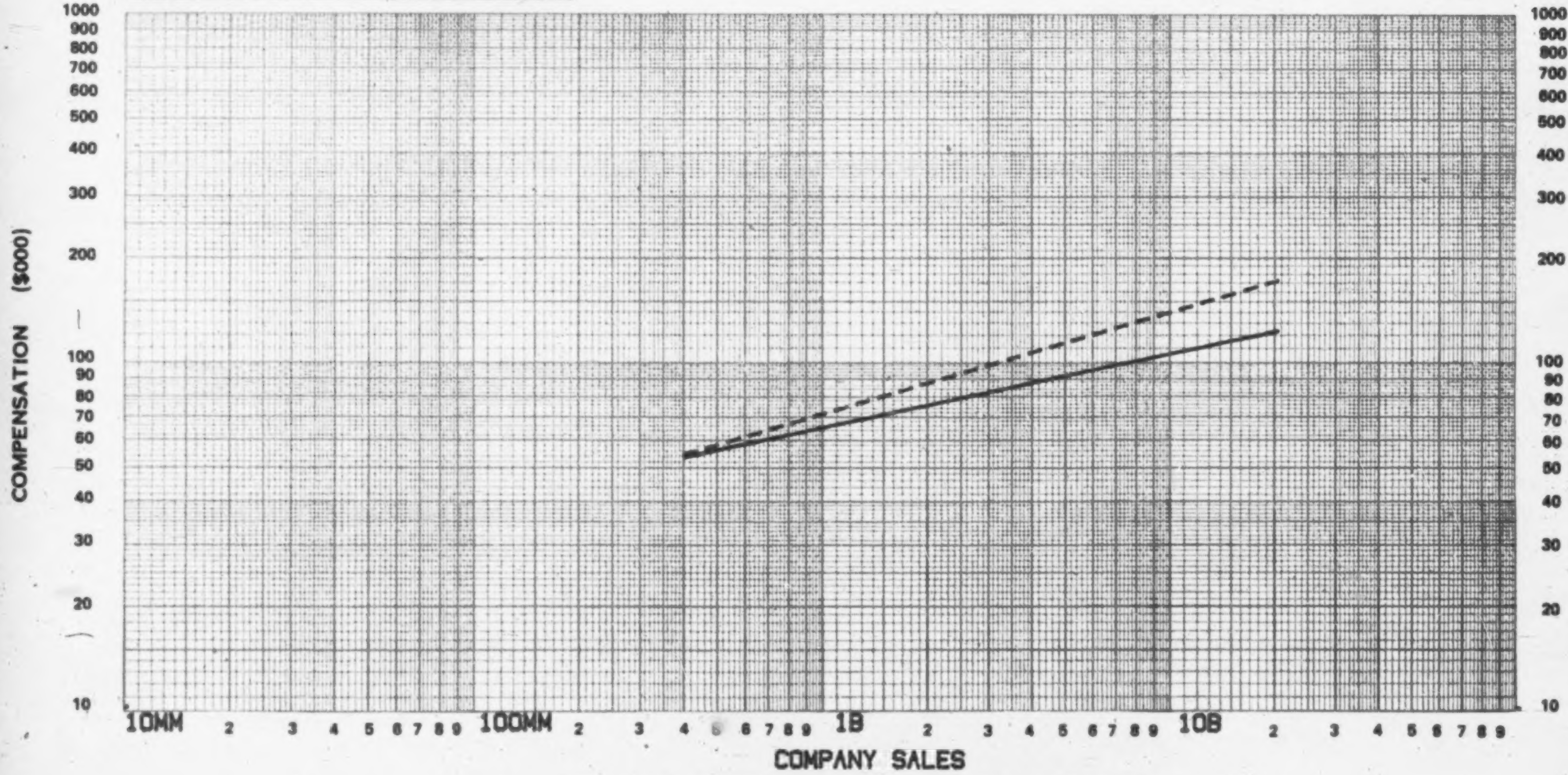
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	C.O.O.	$146.0	$ 70.3	$216.3				
	GROUP EXEC.	113.0	91.6	204.6		$ 87.4	$109.3	$131.2
	SENIOR V.P.	112.8	28.1	140.9		86.8	108.5	130.2
		106.5	28.8	135.3				
	EXEC. V.P.	92.5	14.1	106.6		64.7	86.3	107.9
	SENIOR V.P.	91.5	22.5	114.0		74.6	89.3	107.1
	SENIOR V.P.	87.5	10.0	97.5				
	SENIOR V.P.	59.0	16.6	75.6		52.3	65.4	78.5
	NO IN POSITION:	8						
$ 7683.4	WEIGHTED GROUP AVG:	$101.1	$ 35.3	$136.4				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9 AND BELOW	C.O.O.	$123.0	$ 16.6	$139.6				
	CEO/PRESIDENT	115.0	0.0	115.0				
	SENIOR V.P.	90.0	18.0	108.0				
	SENIOR V.P.	79.5	27.5	107.0		$ 52.0	$ 67.6	$ 83.2
	VICE PRESIDENT	69.1	3.8	72.9		44.9	56.4	67.9
	VICE PRESIDENT	66.0	16.5	82.5				
	VICE PRESIDENT	55.0	0.9	55.9		43.4	57.9	72.4
	VICE PRESIDENT				$ 52.5	43.2	53.2	63.1
	SENIOR V.P.	52.0	0.0	52.0		30.5	41.3	47.5
	VICE PRESIDENT				50.0	37.0	46.0	56.0
		45.7	0.0	45.7		41.8	52.3	62.8
	VICE PRESIDENT	40.8	2.4	43.2		26.2	33.7	41.3
	NO IN POSITION:	12						
$ 1079.6	WEIGHTED GROUP AVG:	$ 73.6	$ 8.6	$ 82.2	$ 51.3			
	NO IN POSITION:	20						
$ 3721.1	POSITION AVERAGE:	$ 85.8	$ 20.5	$106.3	$ 51.3			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.52	1.28
Bonus Co's Total Comp	------	0.58	1.38
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$ 93.0	$ 17.5	$110.5				
	SENIOR V.P.	85.2	14.1	99.3		$ 61.1	$ 76.3	$ 91.6
	SENIOR V.P.	82.2	15.5	97.7		66.1	80.9	95.7
	CEO/PRESIDENT	73.0	10.0	83.0				
	SENIOR V.P.	72.5	14.5	87.0				
	SENIOR V.P.	72.0	10.0	82.0				
	VICE PRESIDENT	64.9	5.0	69.9		47.8	59.8	71.8
	GROUP EXEC.	64.2	12.2	76.4		63.9	79.9	95.9
	VICE PRESIDENT	64.0	9.0	73.0		55.8	74.4	93.1
	VICE PRESIDENT	57.0	10.2	67.2		63.5	79.0	94.5
	SENIOR V.P.	56.1	17.5	73.6		47.6	59.5	71.4
	VICE PRESIDENT	55.0	3.3	58.3				
	VICE PRESIDENT				$ 54.0	47.8	58.5	69.3
	VICE PRESIDENT				40.0	33.2	42.3	51.5
	NO IN POSITION: 14							
$ 4331.9	WEIGHTED GROUP AVG:	$ 69.9	$ 11.6	$ 81.5	$ 47.0			

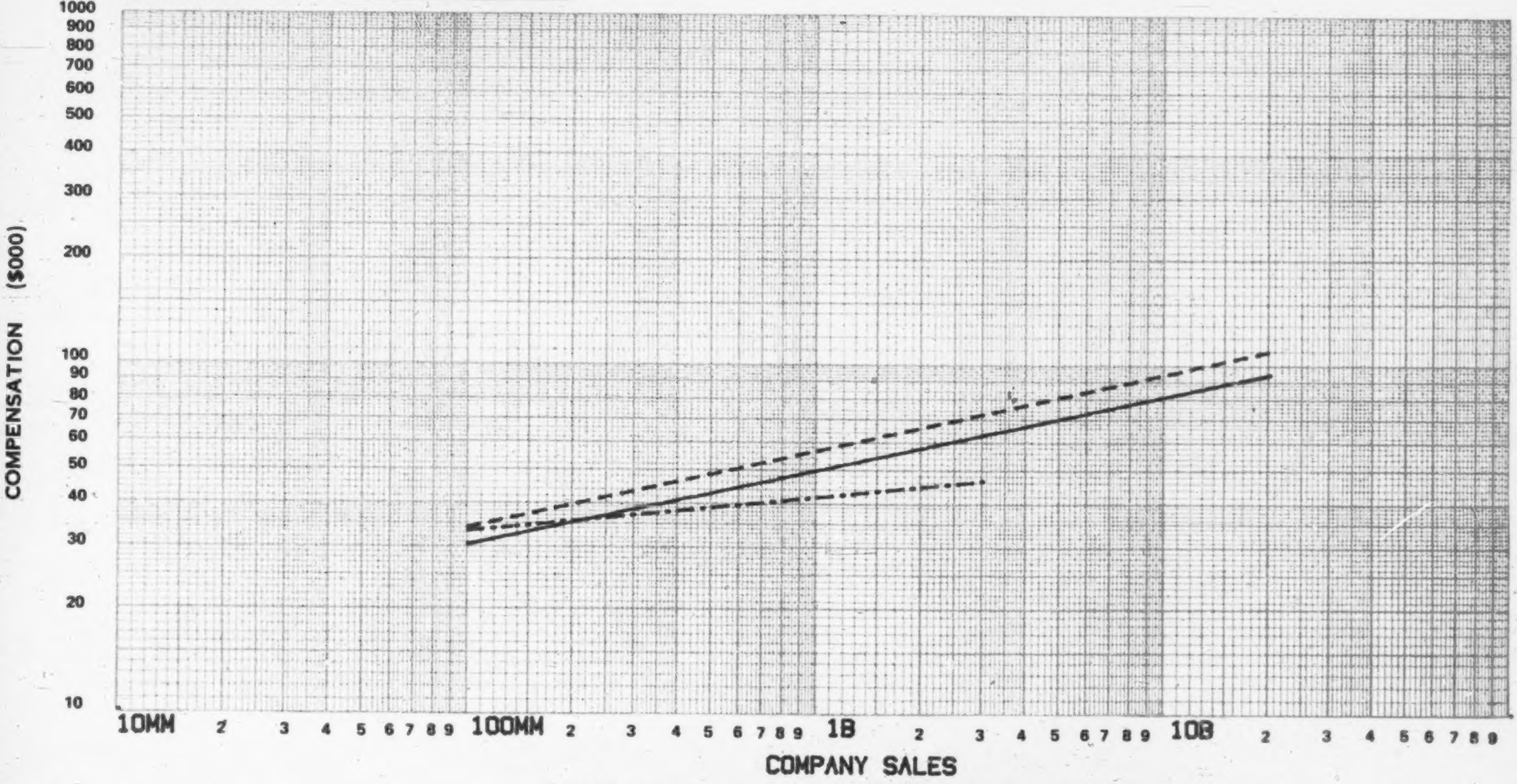
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9 TO $750.0	C.O.O.	$103.3	$ 32.0	$135.3				
	VICE PRESIDENT	60.0	0.0	60.0		$ 48.8	$ 65.1	$ 81.4
	EXEC. V.P.	58.3	26.8	85.1		61.8	77.3	92.8
	CEO/PRESIDENT	53.2	6.0	59.2		45.0	50.0	55.0
		51.2	7.5	58.7				
	SENIOR V.P.	51.1	0.0	51.1		41.7	52.1	62.5
	VICE PRESIDENT				$ 46.2			
	VICE PRESIDENT				46.2	43.2	53.2	63.1
	VICE PRESIDENT	40.0	2.0	42.0		36.4	45.2	53.9
	ASST. V.P./DIR	38.4	6.1	44.5				
	ASST. V.P./DIR	35.5	0.0	35.5		26.9	36.6	42.1
	SENIOR V.P.	34.5	2.3	36.8				
	MANAGER				34.0	30.0	38.0	46.0
	ASST. V.P./DIR				34.0	31.0	38.0	45.0
	NO IN POSITION: 14							
$ 1035.8	WEIGHTED GROUP AVG:	$ 52.6	$ 8.2	$ 60.8	$ 40.1			
$749.9 AND BELOW	VICE PRESIDENT	$ 58.4	$ 8.0	$ 66.4		$ 42.2	$ 52.8	$ 63.3
	VICE PRESIDENT	52.8	13.2	66.0				
	GROUP EXEC.				$ 43.3			
		42.4	5.5	47.9				
	VICE PRESIDENT	42.0	0.0	42.0				
	SENIOR V.P.	35.0	2.5	37.5				
	GROUP EXEC.				34.1			
		28.6	14.3	42.9				
		26.5	2.5	29.0				
	NO IN POSITION: 9							
$ 377.9	WEIGHTED GROUP AVG:	$ 40.8	$ 6.6	$ 47.4	$ 38.7			
	NO IN POSITION: 37							
$ 2123.0	POSITION AVERAGE:	$ 56.9	$ 9.2	$ 66.1	$ 41.5			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.58	1.24
Bonus Co's Total Comp	------	0.54	1.28
Nonbonus Co's Salary	-·-·-·	0.28	1.18



SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$250.0	$100.0	$350.0				
	CEO/PRESIDENT	160.0	41.6	201.6		$121.8	$162.3	$203.0
	EXEC. V.P.	143.3	41.6	184.9		83.0	99.8	118.7
	SENIOR V.P.	138.8	45.9	184.7				
	GROUP EXEC.	128.5	47.5	176.0		96.1	123.8	151.5
	C.O.O.	112.3	41.6	153.9				
		105.0	26.3	131.3		102.5	128.1	153.7
	CEO/PRESIDENT	101.8	122.6	224.4				
	CEO/PRESIDENT	101.0	19.0	120.0				
	C.O.O.	98.2	36.6	134.8		88.7	110.9	133.1
	DIV. V.P./MGR.				$ 88.5			
	NO IN POSITION: 12							
$ 5347.5	WEIGHTED GROUP AVG:	$133.9	$ 52.3	$186.2	$ 88.5			

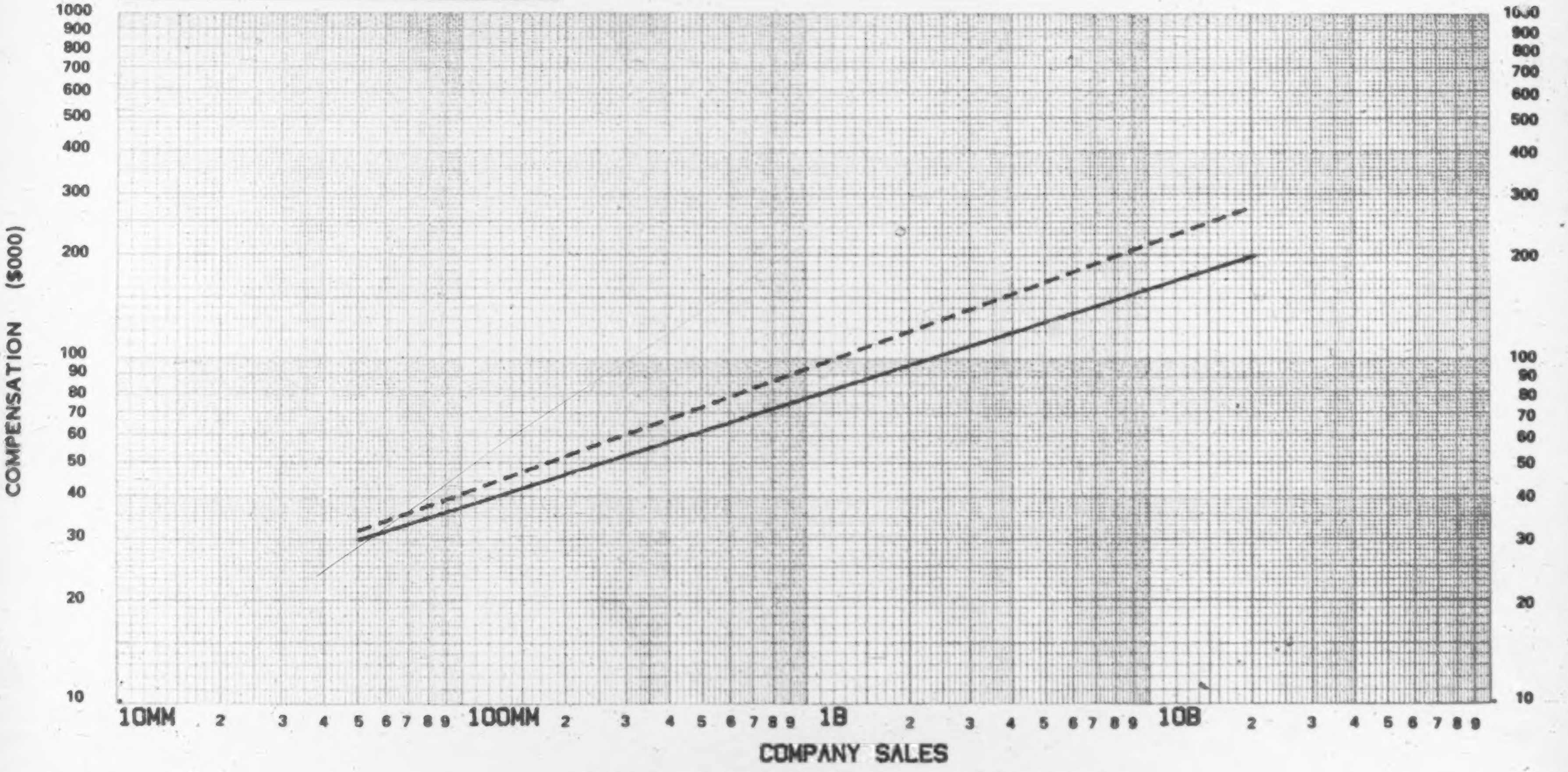
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT				$228.4			
TO	EXEC. V.P.	$135.0	$ 40.5	$175.5				
$1000.0	C.O.O.	110.5	41.4	151.9		$ 85.1	$106.4	$127.6
	SENIOR V.P.	102.0	13.5	115.5				
	CEO/PRESIDENT	102.0	0.0	102.0				
	C.O.O.				97.0	77.4	96.7	116.1
	CEO/PRESIDENT	85.5	46.9	132.4		73.8	90.4	107.0
	EXEC. V.P.	82.5	40.9	123.4		77.9	97.4	116.9
	CEO/PRESIDENT	73.1	22.7	95.8		74.0	93.0	112.0
	SENIOR V.P.	60.7	0.0	60.7		34.0	61.1	70.3
	SENIOR V.P.	60.0	8.6	68.6				
	NO IN POSITION: 11							
$ 1468.6	WEIGHTED GROUP AVG:	$ 90.1	$ 23.9	$114.0	$162.7			
$999.9	C.O.O.	$122.0	$ 9.0	$131.0		$ 87.5	$113.7	$140.0
TO	C.O.O.	94.0	27.3	121.3				
$500.0	CEO/PRESIDENT	85.0	21.6	106.6		75.0	85.0	93.0
	C.O.O.	81.1	0.0	81.1		61.3	76.6	91.9
	C.O.O.	78.7	24.0	102.7				
	VICE PRESIDENT	75.0	10.0	85.0				
	CEO/PRESIDENT	65.0	3.2	68.2				
	CEO/PRESIDENT	60.1	13.9	74.0				
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	CEO/PRESIDENT	56.7	12.3	69.0				
	EXEC. V.P.	48.5	0.0	48.5				
		45.7	9.7	55.4				
	NO IN POSITION: 13							
$ 707.3	WEIGHTED GROUP AVG:	$ 72.1	$ 10.7	$ 82.8				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9	EXEC. V.P.				$150.0			
AND BELOW	C.O.O.				67.0			
	CEO/PRESIDENT	$ 66.0	$ 35.7	$101.7		$ 87.4	$108.7	$130.0
	C.O.O.	62.9	12.6	75.5		63.4	78.8	94.3
	EXEC. V.P.				50.4			
	SENIOR V.P.	49.0	18.0	67.0				
	EXEC. V.P.	48.4	5.0	53.4				
	C.O.O.	44.2	4.8	49.0				
		42.0	4.0	46.0				
		36.0	0.0	36.0				
	NO IN POSITION: 10							
$ 284.1	WEIGHTED GROUP AVG:	$ 49.8	$ 11.4	$ 61.2	$ 89.1			
	NO IN POSITION: 46							
$ 2007.8	POSITION AVERAGE:	$ 88.1	$ 24.5	$112.6	$110.0			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.75	1.22
Bonus Co's Total Comp ------	0.71	1.29
Nonbonus Co's Salary -.-.-.		



SURVEY POSITION #13 - TOP DISTRIBUTION
EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilties. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	SENIOR V.P.	$127.5	$ 61.2	$188.7		$ 92.8	$123.1	$153.5
	CEO/PRESIDENT	126.0	13.0	139.0		88.9	111.1	133.3
	SENIOR V.P.	105.0	20.0	125.0				
	CEO/PRESIDENT	104.0	37.3	141.3		84.2	105.2	126.3
	SENIOR V.P.	57.0	9.4	66.4				
	NO IN POSITION:	5						
$ 4756.7	WEIGHTED GROUP AVG:	$103.9	$ 28.2	$132.1				
$999.9 AND BELOW	EXEC. V.P.	$125.0	$ 0.0	$125.0				
	CEO/PRESIDENT	112.0	25.9	137.9		$ 90.0	$105.0	$125.0
	C.O.O.	103.0	19.7	122.7		77.0	96.2	115.5
	CEO/PRESIDENT	74.8	3.2	78.0				
	CEO/PRESIDENT	57.8	8.0	65.8		57.6	67.8	77.9
	C.O.O.	48.3	25.8	74.1				
	C.O.O.	48.0	1.4	49.4				
	CEO/PRESIDENT	35.0	0.0	35.0				
	NO IN POSITION:	8						
$ 534.1	WEIGHTED GROUP AVG:	$ 75.5	$ 10.5	$ 86.0				
	NO IN POSITION:	13						
$ 2158.2	POSITION AVERAGE:	$ 86.4	$ 17.3	$103.7				

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$121.0	$200.0	$321.0				
	EXEC. V.P.	117.0	26.5	143.5				
	GROUP EXEC.	109.0	74.4	183.4		$ 77.6	$ 97.0	$116.4
	SENIOR V.P.	101.2	35.8	137.0		76.0	98.3	120.5
	CEO/PRESIDENT				$ 90.0			
	VICE PRESIDENT				85.0			
	CEO/PRESIDENT	84.5	15.9	100.4				
	VICE PRESIDENT	75.1	31.7	106.8		54.1	71.7	89.3
	SENIOR V.P.	75.0	20.2	95.2		63.8	79.7	95.6
	NO IN POSITION:	10						
$ 8209.3	WEIGHTED GROUP AVG:	$ 98.0	$ 55.0	$153.0	$ 87.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	EXEC. V.P.	$120.0	$ 24.0	$144.0				
TO	CEO/PRESIDENT				$109.5	$ 71.1	$ 88.9	$106.7
$1000.0	C.O.O.	103.5	31.9	135.4				
	CEO/PRESIDENT	80.0	0.0	80.0				
	GROUP EXEC.	79.0	0.0	79.0				
	VICE PRESIDENT	76.5	15.3	91.8		71.3	89.0	106.7
	EXEC. V.P.	75.8	32.6	108.4		66.1	82.6	99.1
	VICE PRESIDENT	73.4	12.6	86.0		62.3	83.0	103.8
					65.0			
	SENIOR V.P.				65.0	54.3	66.5	78.7
	VICE PRESIDENT	59.9	6.0	65.9		59.3	77.0	94.6
	SENIOR V.P.	57.7	13.2	70.9		54.8	67.1	79.5
	SENIOR V.P.	55.0	0.0	55.0		30.5	41.3	47.5
	VICE PRESIDENT	49.5	4.9	54.4				
	NO IN POSITION: 14							
$ 1459.0	WEIGHTED GROUP AVG:	$ 75.5	$ 12.8	$ 88.3	$ 79.8			
$999.9	SENIOR V.P.	$ 85.1	$ 27.5	$112.6		$ 57.6	$ 74.9	$ 92.1
TO	CEO/PRESIDENT	75.2	0.0	75.2				
$500.0	CEO/PRESIDENT	72.0	0.0	72.0		56.8	71.0	85.2
	CEO/PRESIDENT	62.4	6.0	68.4				
	C.O.O.	60.0	4.5	64.5		59.3	75.3	91.3
	EXEC. V.P.	59.8	2.9	62.7				
	CEO/PRESIDENT	56.4	14.2	70.6				
	GROUP EXEC.				$ 55.9			
	CEO/PRESIDENT	53.5	8.0	61.5				
	VICE PRESIDENT	50.0	0.0	50.0		37.0	46.0	56.0
	SENIOR V.P.	47.0	5.7	52.7		40.0	43.0	50.0
	NO IN POSITION: 11							
$ 714.7	WEIGHTED GROUP AVG:	$ 62.1	$ 6.9	$ 69.0	$ 55.9			

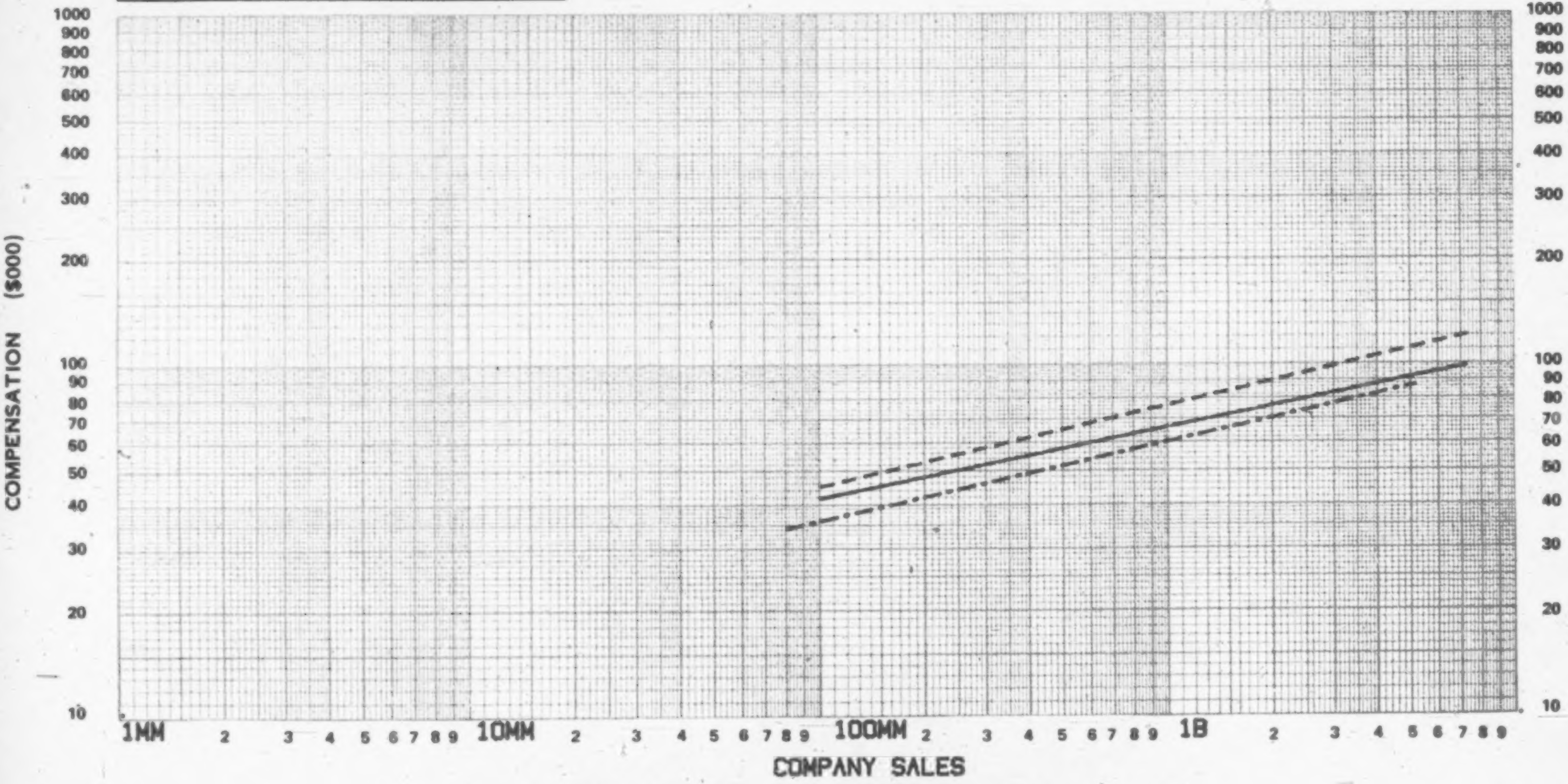
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$150.0	$ 45.0	$195.0				
		67.5	7.0	74.5				
	C.O.O.	60.0	5.0	65.0				
	CEO/PRESIDENT	60.0	25.0	85.0		$ 54.6	$ 68.3	$ 81.8
	C.O.O.	58.0	0.0	58.0		42.0	49.5	57.0
	C.O.O.	56.4	5.0	61.4				
	C.O.O.				$ 50.7			
	SENIOR V.P.	47.0	14.0	61.0				
	C.O.O.	44.2	3.8	48.0				
	CEO/PRESIDENT	42.9	5.9	48.8		29.1	39.3	49.5
	EXEC. V.P.				42.0			
	EXEC. V.P.				39.7			
	SENIOR V.P.	38.7	0.0	38.7				
	VICE PRESIDENT				35.6			
	C.O.O.				33.5			
		32.5	12.5	45.0				
	EXEC. V.P.				30.1			
	NO IN POSITION: 18							
$ 239.3	WEIGHTED GROUP AVG:	$ 59.7	$ 11.2	$ 70.9	$ 37.4			
	NO IN POSITION: 53							
$ 2163.9	POSITION AVERAGE:	$ 72.3	$ 19.3	$ 91.6	$ 56.3			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.42	1.25
Bonus Co's Total Comp	------	0.42	1.28
Nonbonus Co's Salary	-·-·-·	0.72	1.23

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

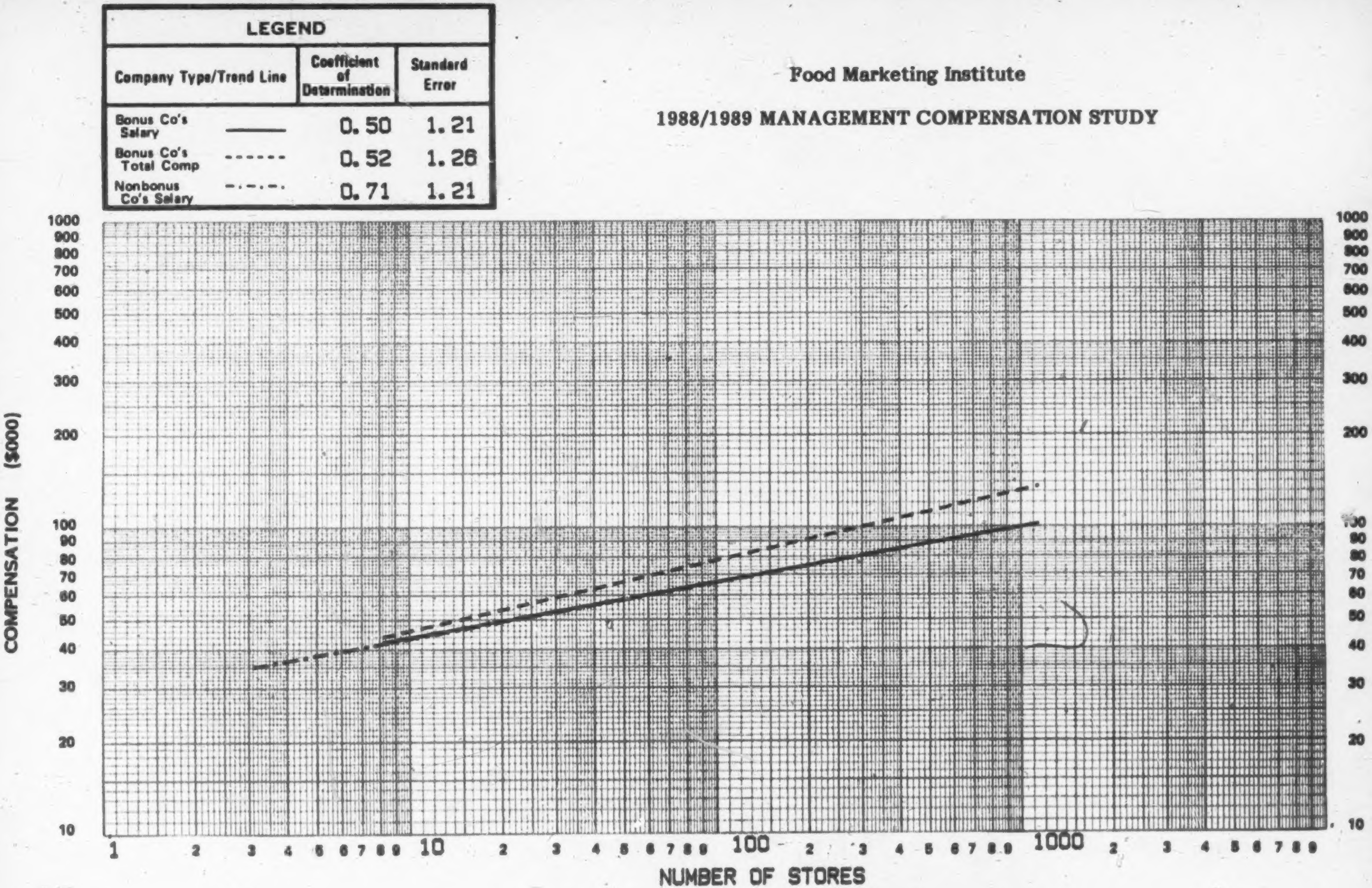
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100 AND ABOVE	CEO/PRESIDENT	$121.0	$200.0	$321.0				
	EXEC. V.P.	120.0	24.0	144.0				
	GROUP EXEC.	109.0	74.4	183.4		$ 77.6	$ 97.0	$116.4
	CEO/PRESIDENT				$ 90.0			
	VICE PRESIDENT				85.0			
	CEO/PRESIDENT	84.5	15.9	100.4				
	EXEC. V.P.	75.8	32.6	108.4		66.1	82.6	99.1
	VICE PRESIDENT	75.1	31.7	106.8		54.1	71.7	89.3
	SENIOR V.P.	75.0	20.2	95.2		63.8	79.7	95.6
	SENIOR V.P.				65.0	54.3	66.5	78.7
	VICE PRESIDENT	49.5	4.9	54.4				
	SENIOR V.P.	47.0	5.7	52.7		40.0	43.0	50.0
	NO IN POSITION:	12						
262.8	WEIGHTED GROUP AVG:	$ 84.1	$ 45.5	$129.6	$ 80.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99	C.O.O.	$103.5	$ 31.9	$135.4				
TO	CEO/PRESIDENT	80.0	0.0	80.0				
50	GROUP EXEC.	79.0	0.0	79.0				
	CEO/PRESIDENT	75.2	0.0	75.2				
	CEO/PRESIDENT	72.0	0.0	72.0		$ 56.8	$ 71.0	$ 85.2
					$ 65.0			
	C.O.O.	60.0	4.5	64.5		59.3	75.3	91.3
	EXEC. V.P.	59.8	2.9	62.7				
	SENIOR V.P.	57.7	13.2	70.9		54.8	67.1	79.5
	C.O.O.	56.4	5.0	61.4				
	GROUP EXEC.				55.9			
	SENIOR V.P.	55.0	0.0	55.0		30.5	41.3	47.5
	CEO/PRESIDENT	53.5	8.0	61.5				
	VICE PRESIDENT	50.0	0.0	50.0		37.0	46.0	56.0
	C.O.O.				33.5			
	NO IN POSITION:	15						
72.5	WEIGHTED GROUP AVG:	$ 66.8	$ 5.5	$ 72.3	$ 51.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
49	C.O.O.	$150.0	$ 45.0	$195.0				
AND BELOW	CEO/PRESIDENT				$109.5	$ 71.1	$ 88.9	$106.7
	SENIOR V.P.	85.1	27.5	112.6		57.6	74.9	92.1
		67.5	7.0	74.5				
	CEO/PRESIDENT	62.4	6.0	68.4				
	C.O.O.	60.0	5.0	65.0				
	CEO/PRESIDENT	60.0	25.0	85.0		54.6	68.3	81.8
	C.O.O.	58.0	0.0	58.0		42.0	49.5	57.0
	CEO/PRESIDENT	56.4	14.2	70.6				
	C.O.O.				50.7			
	SENIOR V.P.	47.0	14.0	61.0				
	C.O.O.	44.2	3.8	48.0				
	EXEC. V.P.				42.0			
	EXEC. V.P.				39.7			
	SENIOR V.P.	38.7	0.0	38.7				
	VICE PRESIDENT				35.6			
		32.5	12.5	45.0				
	NO IN POSITION: 17							
22.3	WEIGHTED GROUP AVG:	$ 63.5	$ 13.3	$ 76.8	$ 55.5			
NO SCOPE	EXEC. V.P.	$117.0	$ 26.5	$143.5				
REPORTED	SENIOR V.P.	101.2	35.8	137.0		$ 76.0	$ 98.3	$120.5
	VICE PRESIDENT	76.5	15.3	91.8		71.3	89.0	106.7
	VICE PRESIDENT	73.4	12.6	86.0		62.3	83.0	103.8
	VICE PRESIDENT	59.9	6.0	65.9		59.3	77.0	94.6
	CEO/PRESIDENT	42.9	5.9	48.8		29.1	39.3	49.5
	EXEC. V.P.				$ 30.1			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 81.7	$ 19.7	$101.4	$ 30.1			
	NO IN POSITION: 53							
105.0	POSITION AVERAGE:	$ 72.3	$ 19.3	$ 91.6	$ 56.3			



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

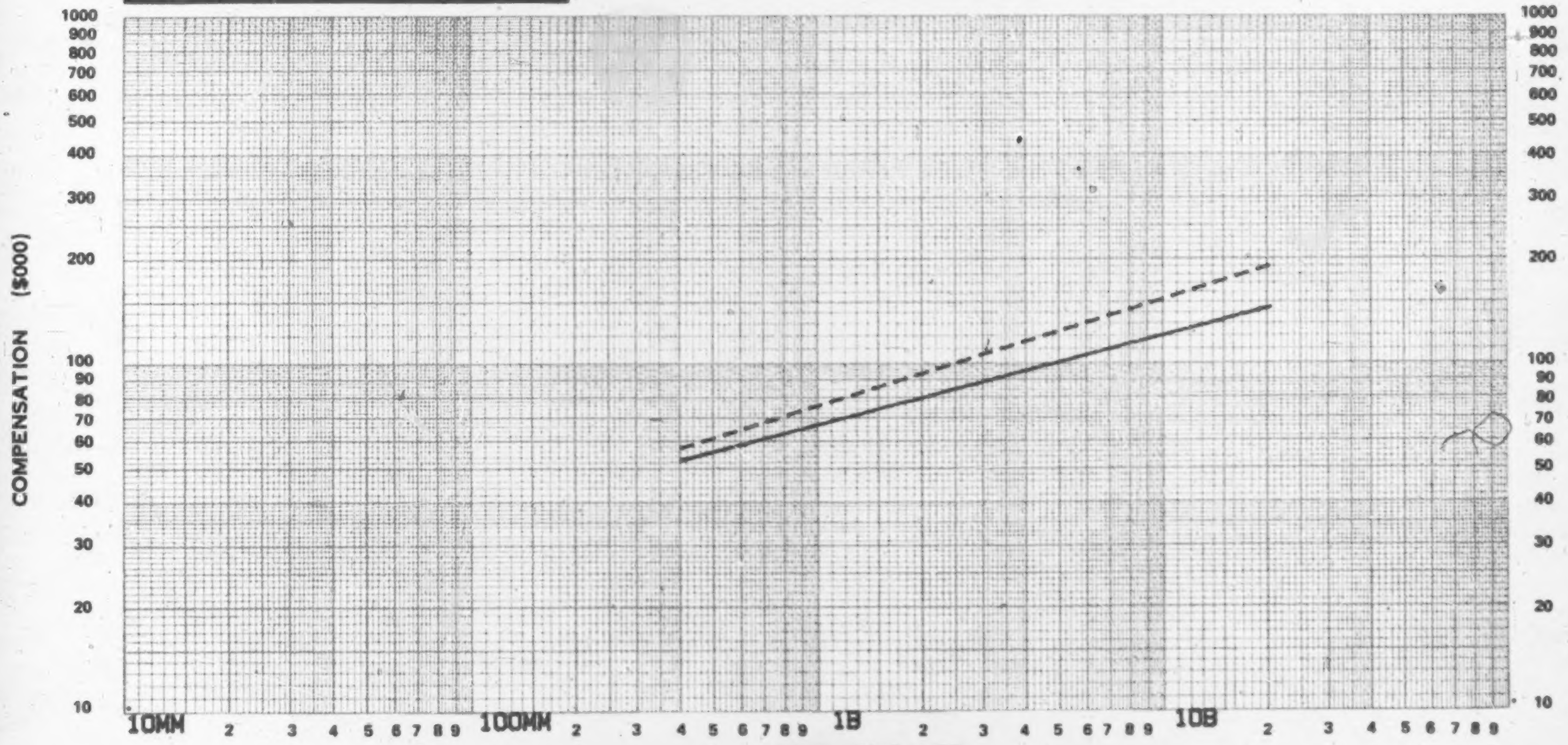
Directs and controls the corporations's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county, and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	C.O.O.	$170.0	$ 77.8	$247.8		$142.4	$190.3	$238.3
	C.O.O.	133.9	50.2	184.1				
	GROUP EXEC.	124.0	46.1	170.1		96.1	123.8	151.5
	CEO/PRESIDENT	115.0	11.9	126.9				
	EXEC. V.P.				$110.0	66.1	80.9	95.7
	CEO/PRESIDENT	110.0	90.0	200.0				
	CEO/PRESIDENT	105.5	19.8	125.3				
	GROUP EXEC.	105.1	74.4	179.5		77.6	97.0	116.4
	EXEC. V.P.	92.4	20.6	113.0		75.4	100.5	125.7
	CEO/PRESIDENT	86.5	0.0	86.5				
	SENIOR V.P.	75.0	0.0	75.0				
	DIV. V.P./MGR.				65.4			
	SENIOR V.P.	65.0	18.2	83.2		57.3	71.6	85.9
	SENIOR V.P.				51.0	42.2	51.7	61.3
	NO IN POSITION: 14							
$ 6115.3	WEIGHTED GROUP AVG:	$107.5	$ 37.2	$144.7	$ 75.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9	C.O.O.	$135.0	$ 8.5	$143.5		$ 87.5	$113.7	$140.0
TO	C.O.O.	100.0	52.0	152.0				
$750.0	EXEC. V.P.	85.0	21.8	106.8		61.8	77.3	92.8
	CEO/PRESIDENT	80.1	19.9	100.0		55.3	69.1	82.9
					$ 72.0			
	SENIOR V.P.	70.0	7.0	77.0		59.9	74.3	88.7
	VICE PRESIDENT	65.0	5.3	70.3		62.3	83.0	103.8
	EXEC. V.P.	62.5	17.5	80.0				
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	VICE PRESIDENT	59.9	5.4	65.3		59.3	77.0	94.6
	SENIOR V.P.	50.0	8.4	58.4		37.0	49.0	55.0
	SENIOR V.P.	50.0	7.8	57.8				
	SENIOR V.P.	49.4	16.5	65.9		43.2	52.9	62.6
	CEO/PRESIDENT	48.0	14.3	62.3				
	SENIOR V.P.	45.0	0.0	45.0		30.5	41.3	47.5
	NO IN POSITION: 15							
$ 1100.1	WEIGHTED GROUP AVG:	$ 68.6	$ 13.5	$ 82.1	$ 72.0			
$749.9	SENIOR V.P.	$ 96.0	$ 42.0	$138.0				
AND BELOW	CEO/PRESIDENT	90.0	0.0	90.0				
	VICE PRESIDENT				$ 70.2			
		63.4	7.8	71.2		$ 54.9	$ 68.6	$ 82.3
	CEO/PRESIDENT	59.8	6.5	66.3				
	CEO/PRESIDENT	54.4	5.4	59.8		29.1	39.3	49.5
	SENIOR V.P.				42.5			
		34.0	0.0	34.0				
		32.5	31.8	64.3				
	NO IN POSITION: 9							
$ 479.2	WEIGHTED GROUP AVG:	$ 61.4	$ 13.4	$ 74.8	$ 56.3			
	NO IN POSITION: 38							
$ 2800.8	POSITION AVERAGE:	$ 80.4	$ 21.6	$102.0	$ 68.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.27
Bonus Co's Total Comp	------	0.51	1.28
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporations's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county, and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100	C.O.O.	$133.9	$ 50.2	$184.1				
AND ABOVE	CEO/PRESIDENT	110.0	90.0	200.0				
	EXEC. V.P.				$110.0	$ 66.1	$ 80.9	$ 95.7
	CEO/PRESIDENT	105.5	19.8	125.3				
	GROUP EXEC.	105.1	74.4	179.5		77.6	97.0	116.4
	EXEC. V.P.	92.4	20.6	113.0		75.4	100.5	125.7
	EXEC. V.P.	85.0	21.8	106.8		61.8	77.3	92.8
	SENIOR V.P.	75.0	0.0	75.0				
	DIV. V.P./MGR.				65.4			
	SENIOR V.P.	65.0	18.2	83.2		57.3	71.6	85.9
	SENIOR V.P.				51.0	42.2	51.7	61.3
	SENIOR V.P.	50.0	7.8	57.8				
	SENIOR V.P.	50.0	8.4	58.4		37.0	49.0	55.0
	NO IN POSITION: 13							
269.5	WEIGHTED GROUP AVG:	$ 87.2	$ 31.1	$118.3	$ 75.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

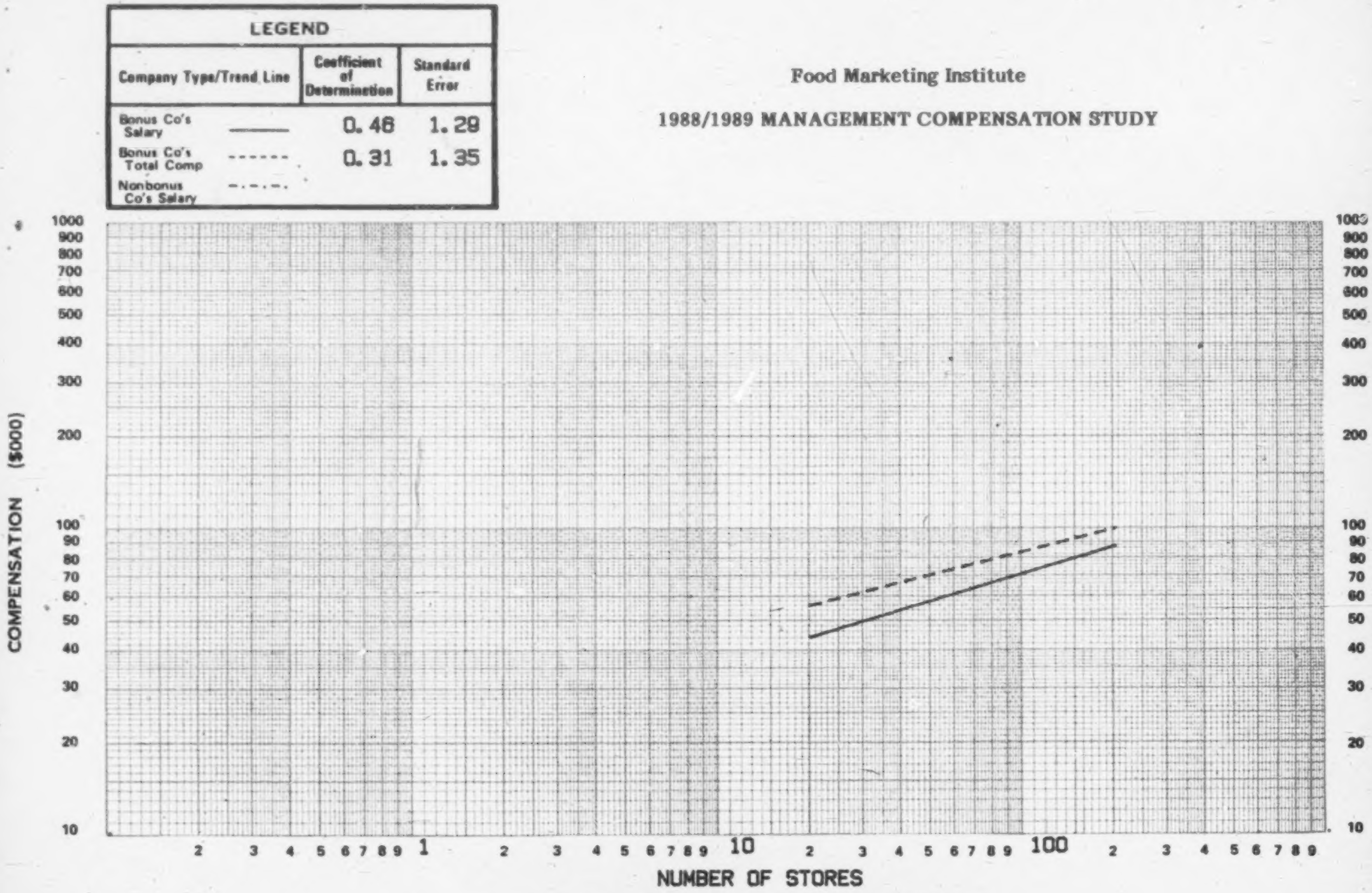
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
99	C.O.O.	$135.0	$ 8.5	$143.5		$ 87.5	$113.7	$140.0
TO	CEO/PRESIDENT	115.0	11.9	126.9				
50	C.O.O.	100.0	52.0	152.0				
	CEO/PRESIDENT	90.0	0.0	90.0				
	CEO/PRESIDENT	86.5	0.0	86.5				
	CEO/PRESIDENT	80.1	19.9	100.0		55.3	69.1	82.9
					$ 72.0			
	VICE PRESIDENT				70.2			
	SENIOR V.P.	70.0	7.0	77.0		59.9	74.3	88.7
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	SENIOR V.P.	49.4	16.5	65.9		43.2	52.9	62.6
	CEO/PRESIDENT	48.0	14.3	62.3				
	SENIOR V.P.	45.0	0.0	45.0		30.5	41.3	47.5
	SENIOR V.P.				42.5			
	NO IN POSITION:	14						
74.2	WEIGHTED GROUP AVG:	$ 79.9	$ 12.3	$ 92.2	$ 61.6			
49	SENIOR V.P.	$ 96.0	$ 42.0	$138.0				
AND BELOW		63.4	7.8	71.2		$ 54.9	$ 68.6	$ 82.3
	EXEC. V.P.	62.5	17.5	80.0				
	CEO/PRESIDENT	59.8	6.5	66.3				
		34.0	0.0	34.0				
		32.5	31.8	64.3				
	NO IN POSITION:	6						
33.2	WEIGHTED GROUP AVG:	$ 58.0	$ 17.6	$ 75.6				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	$170.0	$ 77.8	$247.8		$142.4	$190.3	$238.3
	GROUP EXEC.	124.0	46.1	170.1		96.1	123.8	151.5
	VICE PRESIDENT	65.0	5.3	70.3		62.3	83.0	103.8
	VICE PRESIDENT	59.9	5.4	65.3		59.3	77.0	94.6
	CEO/PRESIDENT	54.4	5.4	59.8		29.1	39.3	49.5
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 94.7	$ 28.0	$122.7				
	NO IN POSITION: 38							
143.7	POSITION AVERAGE:	$ 80.4	$ 21.6	$102.0	$ 68.5			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.46	1.29
Bonus Co's Total Comp ------	0.31	1.35
Nonbonus Co's Salary -.-.-.		

NUMBER OF STORES

SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$103.0	$ 45.9	$148.9		$ 68.3	$ 88.3	$108.4
	SENIOR V.P.	89.2	25.1	114.3				
	CEO/PRESIDENT	80.0	3.9	83.9				
	GROUP EXEC.	75.3	22.9	98.2				
	SENIOR V.P.	73.0	7.0	80.0		47.8	59.8	71.8
	GROUP EXEC.	72.5	13.6	86.1				
	SENIOR V.P.	57.8	13.5	71.3		47.6	59.5	71.4
	VICE PRESIDENT				$ 57.5			
	EXEC. V.P.	56.5	2.5	59.0		46.1	61.4	76.8
	NO IN POSITION: 9							
$ 6581.2	WEIGHTED GROUP AVG:	$ 75.9	$ 16.8	$ 92.7	$ 57.5			

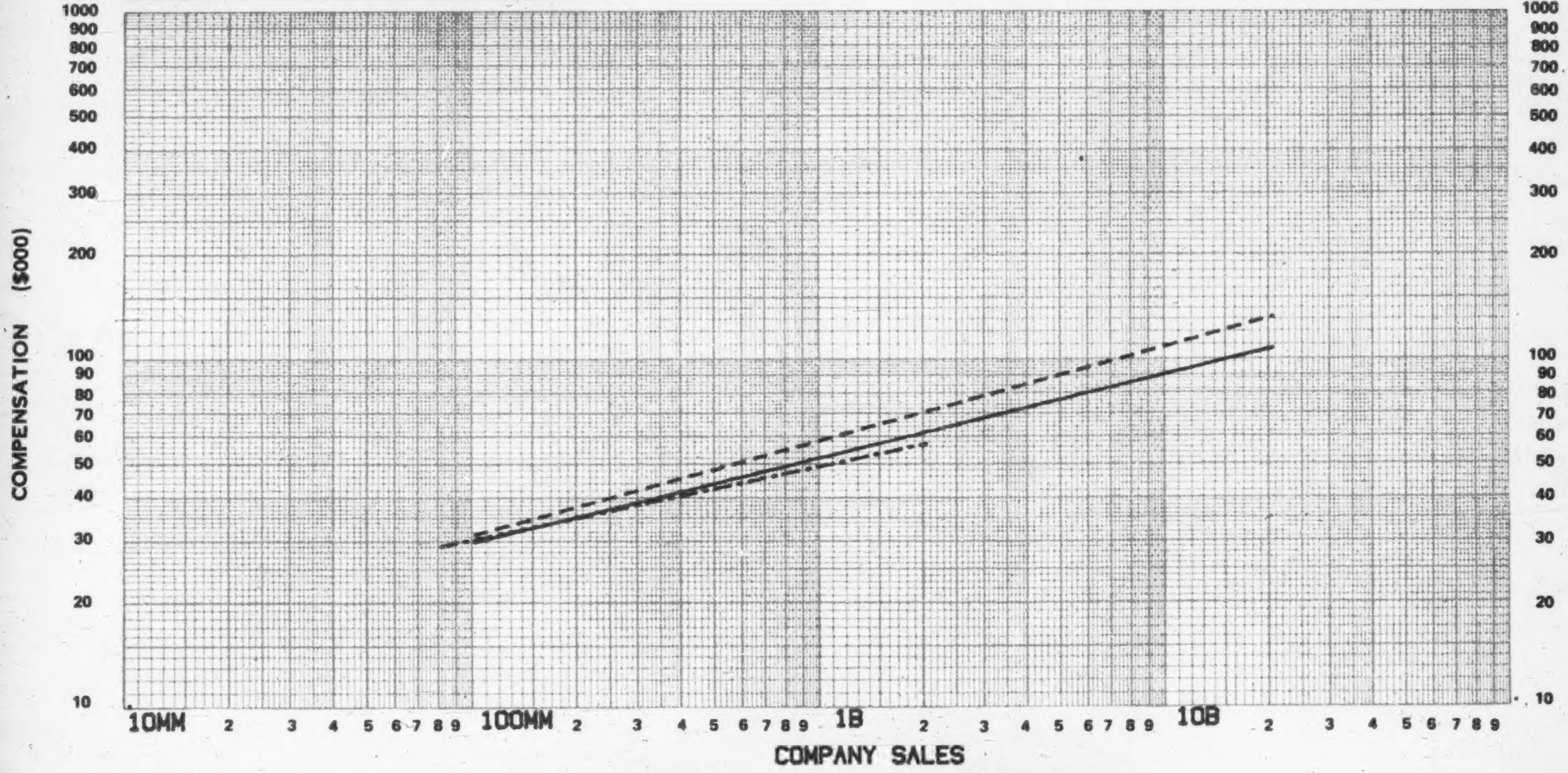
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	SENIOR V.P.	$ 85.0	$ 0.0	$ 85.0				
TO	SENIOR V.P.	72.8	0.0	72.8				
$1000.0	CEO/PRESIDENT	66.0	17.2	83.2		$ 51.0	$ 63.8	$ 76.6
	SENIOR V.P.	63.4	12.6	76.0		51.0	63.6	76.3
	EXEC. V.P.	62.5	2.2	64.7		61.1	76.4	91.7
	VICE PRESIDENT	62.2	10.0	72.2		48.8	65.1	81.4
					$ 55.0			
	EXEC. V.P.				53.0	40.1	49.2	58.1
	GROUP EXEC.	49.8	2.7	52.5				
	SENIOR V.P.				47.6	43.2	52.9	62.6
	SENIOR V.P.				47.2	41.1	53.5	65.8
	C.O.O.				46.0	37.1	45.5	53.8
	SENIOR V.P.	35.0	0.0	35.0		26.9	36.6	42.1
	NO IN POSITION: 13							
$ 1483.6	WEIGHTED GROUP AVG:	$ 62.1	$ 5.6	$ 67.7	$ 49.8			
$999.9	C.O.O.	$ 64.0	$ 10.4	$ 74.4		$ 47.9	$ 59.9	$ 71.9
TO	EXEC. V.P.				$ 55.0			
$500.0	GROUP EXEC.				53.8			
	CEO/PRESIDENT	50.7	4.4	55.1				
	SENIOR V.P.	49.4	2.5	51.9				
	C.O.O.				48.4			
	VICE PRESIDENT	47.7	2.6	50.3		39.2	48.8	54.4
	VICE PRESIDENT	46.0	5.0	51.0				
	SENIOR V.P.	45.8	8.0	53.8		42.2	52.8	63.3
	CEO/PRESIDENT	39.0	3.5	42.5				
	CEO/PRESIDENT	36.4	0.0	36.4				
	NO IN POSITION: 11							
$ 672.3	WEIGHTED GROUP AVG:	$ 47.4	$ 4.5	$ 51.9	$ 52.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$499.9 AND BELOW	C.O.O.	$ 74.0	$ 15.0	$ 89.0		$ 28.4	$ 35.5	$ 42.6
	VICE PRESIDENT	60.0	15.0	75.0				
	EXEC. V.P.				$ 41.6			
	SENIOR V.P.	41.0	10.0	51.0				
	C.O.O.	40.0	0.0	40.0		36.0	44.0	48.0
	EXEC. V.P.				39.0			
	EXEC. V.P.	38.0	0.0	38.0				
	CEO/PRESIDENT	37.7	1.1	38.8				
	VICE PRESIDENT				35.9			
	SENIOR V.P.	35.0	2.5	37.5				
	C.O.O.	34.8	3.0	37.8		31.3	36.9	42.4
	CEO/PRESIDENT	33.0	0.0	33.0				
	C.O.O.	32.5	2.9	35.4				
		32.5	26.8	59.3				
	GROUP EXEC.				29.7			
	CEO/PRESIDENT				27.2			
		26.0	2.0	28.0				
	EXEC. V.P.				23.9			
	NO IN POSITION:	18						
$ 247.6	WEIGHTED GROUP AVG:	$ 40.4	$ 6.5	$ 46.9	$ 32.9			
	NO IN POSITION:	51						
$ 1771.9	POSITION AVERAGE:	$ 54.7	$ 8.1	$ 62.8	$ 44.1			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.73	1.20
Bonus Co's Total Comp	------	0.72	1.24
Nonbonus Co's Salary	-.-.-.	0.50	1.22



SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures, and programs. Coordinates efforts to ensure compliance with federal, state, and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND ABOVE	CEO/PRESIDENT	$ 90.8	$ 45.0	$135.8				
	ASST. V.P./DIR	52.5	0.4	52.9				
	VICE PRESIDENT	46.9	6.8	53.7		$ 45.0	$ 54.9	$ 64.9
	VICE PRESIDENT				$ 45.0	39.8	48.4	57.0
	VICE PRESIDENT				40.1	34.6	42.4	50.2
	CEO/PRESIDENT	35.4	2.6	38.0				
	MANAGER				35.0	30.0	38.0	46.0
	SENIOR V.P.				34.1			
	EXEC. V.P.				31.0			
	VICE PRESIDENT				30.0			
	VICE PRESIDENT				28.1	23.4	30.3	34.9
	NO IN POSITION: 12							
$ 1644.2	WEIGHTED GROUP AVG:	$ 54.5	$ 12.3	$ 66.8	$ 34.8			
$499.9 AND BELOW	EXEC. V.P.	$ 34.0	$ 1.0	$ 35.0		$ 32.7	$ 41.0	$ 49.1
	VICE PRESIDENT	31.5	4.0	35.5		23.9	29.4	34.9
	ASST. V.P./DIR	30.0	0.9	30.9				
		26.0	0.0	26.0				
	NO IN POSITION: 4							
$ 278.9	WEIGHTED GROUP AVG:	$ 30.4	$ 1.5	$ 31.9				
	NO IN POSITION: 16							
$ 1302.9	POSITION AVERAGE:	$ 43.8	$ 7.5	$ 51.3	$ 34.8			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising, and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, nonfood, and deli and bakery products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$252.0	$ 68.1	$320.1		$175.4	$210.0	$252.0
	CEO/PRESIDENT	210.0	87.9	297.9		163.8	204.8	245.8
	CEO/PRESIDENT	193.2	69.0	262.2				
	CEO/PRESIDENT	190.0	95.0	285.0				
	CEO/PRESIDENT	121.0	200.0	321.0				
	CEO/PRESIDENT	120.0	27.0	147.0		90.9	121.1	151.5
	CEO/PRESIDENT	107.5	41.3	148.8		95.7	119.6	143.5
	DIV. V.P./MGR.				$100.0			
	GROUP EXEC.	74.5	14.0	88.5				
	NO IN POSITION:	9						
$ 5152.2	WEIGHTED GROUP AVG:	$158.5	$ 75.3	$233.8	$100.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$235.0	$117.5	$352.5				
TO	C.O.O.				$161.7			
$1000.0	C.O.O.	150.0	15.0	165.0		$112.3	$140.9	$169.6
	C.O.O.				146.0	99.4	124.2	149.1
	CEO/PRESIDENT	140.0	0.0	140.0		103.3	129.1	154.9
	C.O.O.	125.0	46.5	171.5		92.2	115.2	138.2
	C.O.O.	108.1	34.5	142.6				
	SENIOR V.P.	107.0	11.1	118.1				
	CEO/PRESIDENT	92.3	34.5	126.8		82.8	103.5	124.2
	C.O.O.	90.0	0.0	90.0				
	EXEC. V.P.	81.5	55.0	136.5		73.8	90.4	107.0
	C.O.O.	79.8	20.4	100.2				
	SENIOR V.P.	77.3	0.0	77.3		34.0	61.1	70.3
	NO IN POSITION:	13						
$ 1462.4	WEIGHTED GROUP AVG:	$116.9	$ 30.4	$147.3	$153.9			
$999.9	CEO/PRESIDENT	$110.7	$ 19.9	$130.6				
TO	EXEC. V.P.	105.5	31.3	136.8				
$500.0	CEO/PRESIDENT	104.0	44.0	148.0		$ 70.7	$ 92.0	$113.0
	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	95.0	21.7	116.7		80.0	90.0	110.0
	C.O.O.	92.0	22.1	114.1				
	C.O.O.	90.3	24.0	114.3				
	CEO/PRESIDENT	90.0	0.0	90.0				
	GROUP EXEC.				$ 71.0			
	C.O.O.	68.0	5.0	73.0		54.0	68.0	82.0
	CEO/PRESIDENT	51.2	5.3	56.5				
	NO IN POSITION:	11						
$ 705.1	WEIGHTED GROUP AVG:	$ 90.2	$ 17.3	$107.5	$ 71.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$150.0	$ 45.0	$195.0				
	EXEC. V.P.				$139.0			
	C.O.O.	135.0	40.0	175.0		$106.7	$133.5	$160.1
	C.O.O.	130.0	5.0	135.0				
	CEO/PRESIDENT	95.0	47.2	142.2		110.9	138.0	165.0
	EXEC. V.P.				87.4			
	CEO/PRESIDENT	82.7	12.5	95.2				
	CEO/PRESIDENT				80.0			
	CEO/PRESIDENT				78.2			
	CEO/PRESIDENT	76.4	12.5	88.9		67.8	79.7	91.7
	C.O.O.	71.0	11.4	82.4				
	SENIOR V.P.				63.5			
		58.0	0.0	58.0				
	SENIOR V.P.	53.0	1.6	54.6				
	CEO/PRESIDENT	50.0	0.0	50.0		40.0	45.0	50.0
		47.5	5.0	52.5				
	NO IN POSITION: 16							
$ 231.1	WEIGHTED GROUP AVG:	$ 86.2	$ 16.4	$102.6	$ 89.6			
	NO IN POSITION: 49							
$ 1568.0	POSITION AVERAGE:	$110.1	$ 32.3	$142.4	$103.0			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.63	1.25
Bonus Co's Total Comp	------	0.61	1.33
Nonbonus Co's Salary	-.-.-.		

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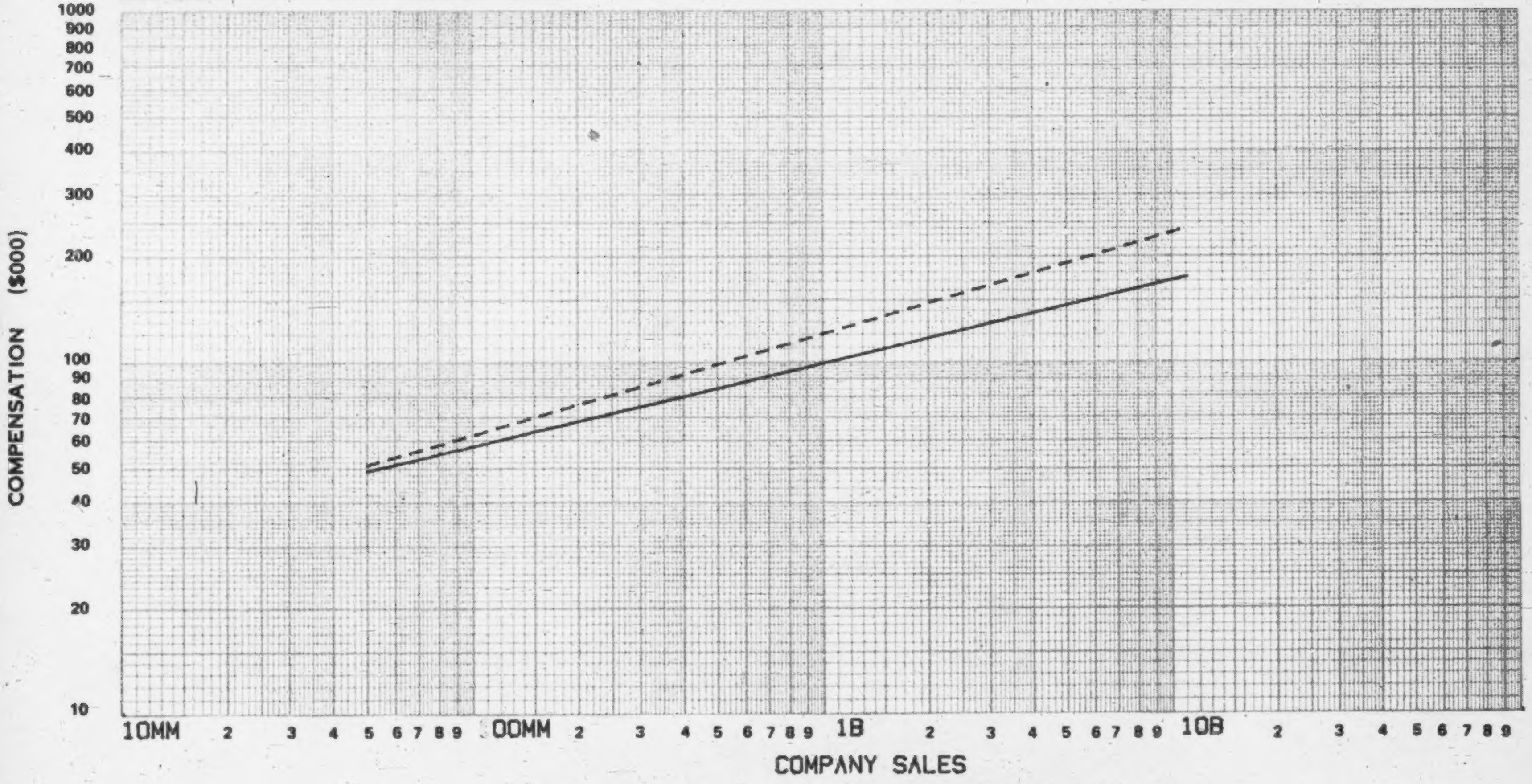
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #19 – TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies, and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$123.0	$ 91.6	$214.6		$ 87.4	$109.3	$131.2
	SENIOR V.P.	112.3	23.8	136.1				
	EXEC. V.P.	110.5	18.9	129.4		83.0	99.8	118.7
	CEO/PRESIDENT	102.9	75.0	177.9				
	SENIOR V.P.	97.0	35.4	132.4				
	GROUP EXEC.	84.5	15.9	100.4				
	SENIOR V.P.	74.9	18.2	93.1		57.3	71.6	85.9
	VICE PRESIDENT	74.2	9.8	84.0		58.6	73.2	87.9
	EXEC. V.P.	65.5	12.6	78.1		51.4	68.5	85.7
	VICE PRESIDENT				$ 63.9			
	GROUP EXEC.	62.1	26.0	88.1		41.7	54.2	66.7
	VICE PRESIDENT	55.0	9.0	64.0		60.0	74.3	88.6
	NO IN POSITION: 12							
$ 5915.6	WEIGHTED GROUP AVG:	$ 87.4	$ 30.6	$118.0	$ 63.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	SENIOR V.P.				$ 92.6	$ 58.8	$ 73.6	$ 88.3
TO	C.O.O.	$ 84.5	$ 0.0	$ 84.5				
$1000.0	EXEC. V.P.	80.0	16.0	96.0				
	VICE PRESIDENT	78.0	14.9	92.9		55.1	73.4	91.8
	GROUP EXEC.	75.0	5.4	80.4				
	VICE PRESIDENT	70.0	3.5	73.5				
	C.O.O.	69.9	14.0	83.9		65.9	83.9	101.7
	VICE PRESIDENT	62.8	28.4	91.2		54.8	67.1	79.5
	SENIOR V.P.	60.5	11.9	72.4				
	SENIOR V.P.				58.0	50.6	68.5	74.4
					57.5			
	VICE PRESIDENT				54.0	54.3	66.5	78.7
	ASST. V.P./DIR	49.0	3.0	52.0		37.0	46.3	55.6
	ASST. V.P./DIR				46.8	41.1	53.5	65.8
	VICE PRESIDENT	44.4	0.0	44.4		30.5	41.3	47.5
	NO IN POSITION: 15							
$ 1457.7	WEIGHTED GROUP AVG:	$ 67.4	$ 9.7	$ 77.1	$ 61.8			

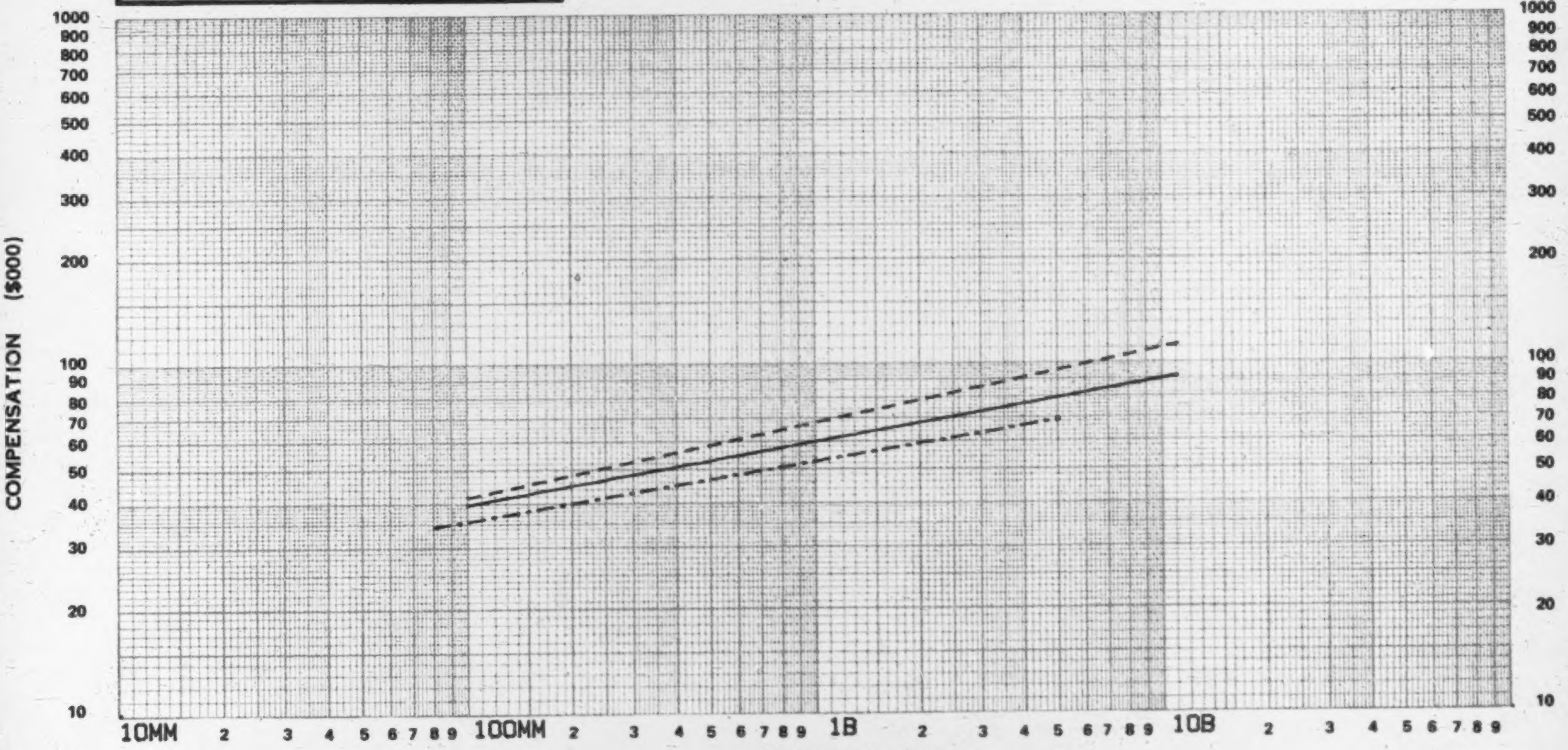
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	SENIOR V.P.	$ 84.0	$ 0.0	$ 84.0		$ 56.8	$ 71.0	$ 85.2
TO	VICE PRESIDENT	69.0	12.0	81.0				
$500.0	VICE PRESIDENT	68.0	5.0	73.0		54.0	68.0	82.0
	CEO/PRESIDENT	67.5	9.5	77.0				
	CEO/PRESIDENT	65.0	8.4	73.4				
	GROUP EXEC.				$ 59.8			
	SENIOR V.P.	57.5	7.3	64.8		54.0	59.0	65.0
	EXEC. V.P.	54.6	6.3	60.9				
	VICE PRESIDENT	54.0	2.7	56.7		36.4	45.2	53.9
	VICE PRESIDENT				52.7			
	CEO/PRESIDENT	49.4	2.4	51.8				
	SENIOR V.P.	47.3	0.0	47.3				
	ASST. V.P./DIR	34.3	1.7	36.0				
	NO IN POSITION: 13							
$ 720.1	WEIGHTED GROUP AVG:	$ 59.1	$ 5.1	$ 64.2	$ 56.3			
$499.9	VICE PRESIDENT	$ 55.0	$ 8.3	$ 63.3		$ 47.5	$ 58.2	$ 68.9
TO	SENIOR V.P.	54.0	10.0	64.0				
$250.0	VICE PRESIDENT	50.3	4.8	55.1		29.1	39.3	49.5
	EXEC. V.P.	48.5	9.0	57.5		32.7	41.0	49.1
	VICE PRESIDENT	47.5	6.0	53.5		40.4	47.5	54.6
	SENIOR V.P.				$ 44.5			
	VICE PRESIDENT				43.4			
	SENIOR V.P.	42.9	1.3	44.2				
	VICE PRESIDENT				42.2			
	SENIOR V.P.	33.8	2.9	36.7				
		27.3	7.8	35.1				
	NO IN POSITION: 11							
$ 368.0	WEIGHTED GROUP AVG:	$ 44.9	$ 6.3	$ 51.2	$ 43.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT				$150.0			
AND BELOW	VICE PRESIDENT	$ 95.0	$ 23.8	$118.8				
		63.0	0.0	63.0				
		60.0	6.5	66.5				
		55.0	5.0	60.0				
	EXEC. V.P.	51.5	0.0	51.5				
	SENIOR V.P.				50.1			
	EXEC. V.P.	42.1	3.0	45.1				
					40.5			
	VICE PRESIDENT				30.0			
	CEO/PRESIDENT	29.9	0.0	29.9				
	CEO/PRESIDENT				29.4			
	NO IN POSITION: 12							
$ 132.8	WEIGHTED GROUP AVG:	$ 56.6	$ 5.5	$ 62.1	$ 60.0			
	NO IN POSITION: 63							
$ 1712.0	POSITION AVERAGE:	$ 64.7	$ 12.3	$ 77.0	$ 57.2			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.43	1.26
Bonus Co's Total Comp	------	0.48	1.28
Nonbonus Co's Salary	−·−·−·	0.71	1.14



SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profits and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion, and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	SENIOR V.P.	$138.8	$ 45.9	$184.7				
	EXEC. V.P.	115.5	32.6	148.1		$ 83.0	$ 99.8	$118.7
	SENIOR V.P.	114.8	42.1	156.9				
	C.O.O.	111.3	33.3	144.6		99.4	128.5	157.6
	SENIOR V.P.	98.0	15.7	113.7		65.9	82.3	98.8
	SENIOR V.P.	95.0	45.8	140.8		61.8	77.2	92.6
	SENIOR V.P.	92.5	17.5	110.0		71.5	95.2	119.1
	EXEC. V.P.	91.5	45.1	136.6		72.6	90.7	108.8
	SENIOR V.P.	84.2	0.0	84.2				
	SENIOR V.P.	78.0	7.3	85.3		72.1	89.8	107.4
	GROUP EXEC.	73.4	30.3	103.7		47.9	62.3	76.6
	GROUP EXEC.	70.0	14.0	84.0				
	NO IN POSITION:	12						
$ 2337.7	WEIGHTED GROUP AVG:	$ 96.9	$ 27.5	$124.4				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	GROUP EXEC.	$115.0	$ 0.0	$115.0				
TO	SENIOR V.P.				$106.1	$ 71.1	$ 88.9	$106.7
$250.0	VICE PRESIDENT	105.0	10.0	115.0				
	VICE PRESIDENT	85.0	3.7	88.7		57.7	73.6	89.5
	VICE PRESIDENT	77.0	19.0	96.0				
		74.3	15.0	89.3				
	SENIOR V.P.	73.8	12.9	86.7		65.0	75.0	80.0
	SENIOR V.P.	73.5	0.0	73.5		56.8	71.0	85.2
	C.O.O.	72.3	21.7	94.0		74.8	97.3	119.6
	C.O.O.	70.9	10.5	81.4		67.2	84.0	100.9
	CEO/PRESIDENT	69.4	0.0	69.4				
	VICE PRESIDENT	65.0	10.7	75.7				
	SENIOR V.P.	61.8	13.3	75.1				
	VICE PRESIDENT	59.9	10.0	69.9				
	EXEC. V.P.	56.5	18.3	74.8		54.8	67.1	79.5
	VICE PRESIDENT	54.9	7.2	62.1		42.2	52.8	63.3
	ASST. V.P./DIR	52.0	9.2	61.2				
	VICE PRESIDENT	44.1	0.0	44.1		30.5	41.3	47.5
	NO IN POSITION:	18						
$ 469.7	WEIGHTED GROUP AVG:	$ 71.2	$ 9.5	$ 80.7	$106.1			
$249.9	VICE PRESIDENT	$ 60.8	$ 7.8	$ 68.6		$ 47.9	$ 56.3	$ 64.8
TO	GROUP EXEC.	59.5	22.5	82.0				
$100.0		55.0	5.5	60.5				
	VICE PRESIDENT	54.1	5.8	59.9		29.1	39.3	49.5
	SENIOR V.P.	46.8	1.4	48.2				
	SENIOR V.P.	45.5	4.8	50.3				
	NO IN POSITION:	8						
$ 195.6	WEIGHTED GROUP AVG:	$ 55.1	$ 11.6	$ 66.7				

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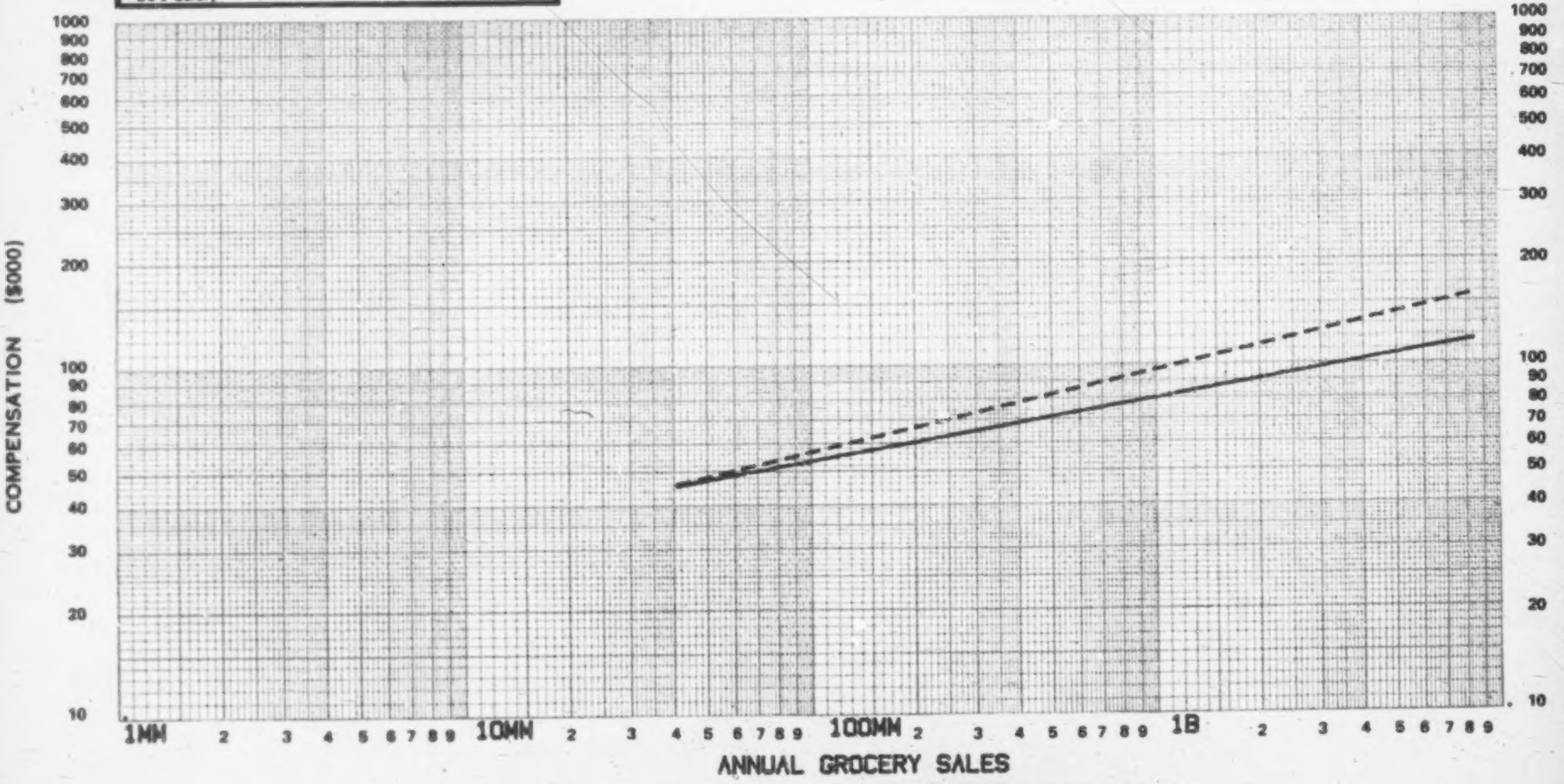
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	C.O.O.	$130.0	$ 5.0	$135.0				
AND BELOW					$ 90.3			
	VICE PRESIDENT	85.0	21.3	106.3				
	CEO/PRESIDENT	71.4	5.3	76.7		$ 48.8	$ 60.0	$ 71.2
	CEO/PRESIDENT	57.6	3.1	60.7				
	VICE PRESIDENT	56.2	5.0	61.2				
	CEO/PRESIDENT	46.2	0.0	46.2				
	EXEC. V.P.				45.8			
	EXEC. V.P.	43.6	0.0	43.6				
	GROUP EXEC.	40.0	0.0	40.0		33.5	36.7	40.0
	NO IN POSITION: 10							
$ 69.9	WEIGHTED GROUP AVG:	$ 66.3	$ 4.9	$ 71.2	$ 68.1			
NO SCOPE	C.O.O.	$114.0	$ 21.5	$135.5				
REPORTED	CEO/PRESIDENT	102.9	100.0	202.9				
	C.O.O.	99.0	12.4	111.4				
	EXEC. V.P.	65.0	22.5	87.5		$ 51.7	$ 64.6	$ 77.5
	VICE PRESIDENT				$ 65.0			
	SENIOR V.P.	62.1	18.9	81.0		59.4	74.3	89.2
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	ASST. V.P./DIR				55.4	41.1	53.5	65.8
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 83.8	$ 30.1	$113.9	$ 60.2			
	NO IN POSITION: 56							
$ 807.7	POSITION AVERAGE:	$ 75.4	$ 15.8	$ 91.2	$ 72.5			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.52	1.23
Bonus Co's Total Comp - - - - - -	0.80	1.28
Nonbonus Co's Salary –·–·–·		



SURVEY POSITION #21 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profits, and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion, and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0	SENIOR V.P.	$113.0	$ 0.0	$113.0				
AND ABOVE	GROUP EXEC.	111.5	8.1	119.6				
	SENIOR V.P.	100.8	31.1	131.9				
	EXEC. V.P.	100.0	26.7	126.7		$ 83.0	$ 99.8	$118.7
	VICE PRESIDENT	94.0	12.8	106.8		61.3	81.6	102.1
	EXEC. V.P.	91.5	45.9	137.4		72.6	90.7	108.8
	GROUP EXEC.	85.8	35.9	121.7		54.1	71.7	89.3
	GROUP EXEC.	80.0	16.0	96.0				
	SENIOR V.P.	75.6	6.5	82.1				
	SENIOR V.P.	74.4	27.5	101.9		49.6	62.0	74.4
	VICE PRESIDENT	74.2	3.4	77.6		54.4	69.1	83.8
	SENIOR V.P.	64.0	12.2	76.2		71.1	88.8	106.6
	SENIOR V.P.	60.0	6.0	66.0		50.6	68.5	74.4
	VICE PRESIDENT	57.2	4.9	62.1		61.1	76.4	91.7
		57.0	15.0	72.0				
	NO IN POSITION:	15						
$ 510.7	WEIGHTED GROUP AVG:	$ 82.6	$ 16.8	$ 99.4				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	SENIOR V.P.				$107.1	$ 71.1	$ 88.9	$106.7
TO	CEO/PRESIDENT	$ 85.0	$ 0.0	$ 85.0				
$50.0	VICE PRESIDENT	80.1	0.0	80.1		56.8	71.0	85.2
	CEO/PRESIDENT	74.1	14.3	88.4				
	VICE PRESIDENT	74.0	42.4	116.4		63.6	77.9	92.2
	C.O.O.	73.7	11.5	85.2		62.8	78.5	94.3
	VICE PRESIDENT	66.5	4.0	70.5		42.2	52.8	63.3
	SENIOR V.P.				66.3			
	VICE PRESIDENT	65.5	13.0	78.5				
	C.O.O.	65.0	3.2	68.2				
	VICE PRESIDENT	62.4	20.0	82.4				
	VICE PRESIDENT	60.5	6.7	67.2		46.5	54.7	62.9
	VICE PRESIDENT	60.4	0.0	60.4		34.0	61.1	70.3
	EXEC. V.P.	58.3	14.0	72.3				
	VICE PRESIDENT	58.3	14.2	72.5				
	SENIOR V.P.	56.0	9.3	65.3				
	GROUP EXEC.	54.1	0.0	54.1				
	SENIOR V.P.	49.4	1.5	50.9				
	VICE PRESIDENT	42.2	4.9	47.1		29.1	39.3	49.5
	CEO/PRESIDENT	37.9	0.0	37.9				
		33.8	55.5	89.3				
	NO IN POSITION:	21						
$ 89.6	WEIGHTED GROUP AVG:	$ 60.9	$ 11.3	$ 72.2	$ 86.7			

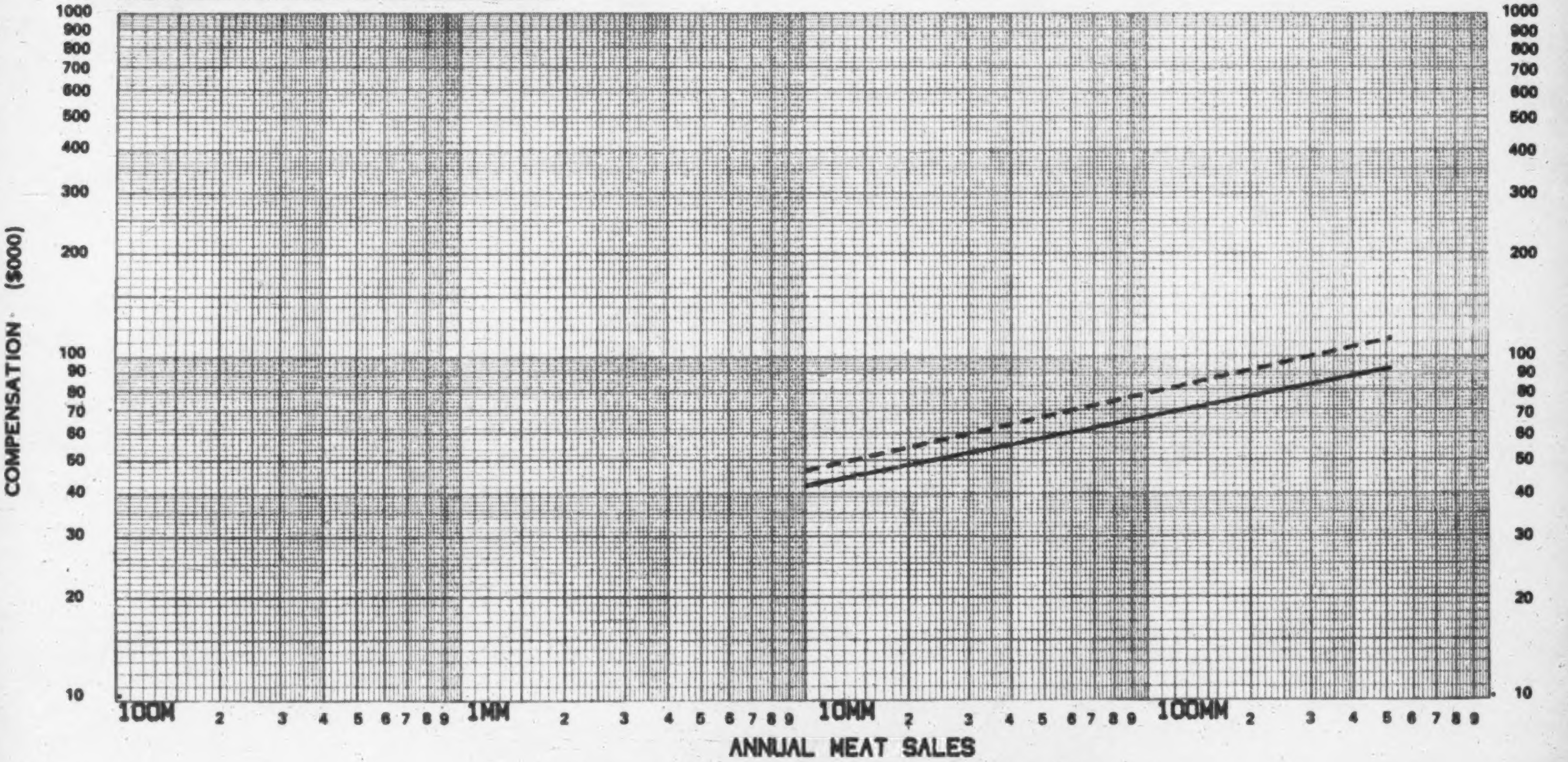
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	C.O.O.	$130.0	$ 5.0	$135.0				
AND BELOW					$ 92.0			
	EXEC. V.P.				77.8			
	VICE PRESIDENT	75.0	18.8	93.8				
	CEO/PRESIDENT	73.5	.0.0	73.5				
	VICE PRESIDENT				63.0	$ 54.3	$ 66.5	$ 78.7
	VICE PRESIDENT	54.0	5.0	59.0				
	C.O.O.	52.1	30.0	82.1				
	EXEC. V.P.	51.4	0.0	51.4				
	EXEC. V.P.				50.0			
	CEO/PRESIDENT	48.7	3.3	52.0		41.0	49.8	58.6
		47.5	4.0	51.5				
	SENIOR V.P.	45.5	4.8	50.3				
	VICE PRESIDENT				40.3			
	NO IN POSITION: 14							
$ 26.0	WEIGHTED GROUP AVG:	$ 64.2	$ 7.9	$ 72.1	$ 64.6			
NO SCOPE	C.O.O.	$114.0	$ 21.5	$135.5				
REPORTED	C.O.O.	105.0	21.0	126.0				
	CEO/PRESIDENT	102.9	100.0	202.9				
	VICE PRESIDENT				$ 84.3			
	EXEC. V.P.				80.0			
	VICE PRESIDENT	79.4	15.5	94.9		$ 62.3	$ 83.0	$103.8
	ASST. V.P./DIR				71.6	41.1	53.5	65.8
	C.O.O.	70.5	15.0	85.5		51.7	64.6	77.5
	SENIOR V.P.	61.2	15.2	76.4		47.8	59.7	71.6
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
		49.5	3.5	53.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 80.3	$ 24.6	$104.9	$ 78.6			
	NO IN POSITION: 61							
$ 198.1	POSITION AVERAGE:	$ 70.9	$ 14.4	$ 85.3	$ 73.2			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.38	1.28
Bonus Co's Total Comp	------	0.37	1.29
Nonbonus Co's Salary	—.—.—.		

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #22 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits, and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion, and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0	SENIOR V.P.				$117.3	$ 71.1	$ 88.9	$106.7
AND ABOVE	EXEC. V.P.	$115.5	$ 32.9	$148.4		83.0	99.8	118.7
	SENIOR V.P.	110.8	59.9	170.7				
	SENIOR V.P.	103.0	17.5	120.5		78.4	104.4	130.6
	SENIOR V.P.	92.5	28.5	121.0				
	GROUP EXEC.	91.0	38.0	129.0		54.1	71.7	89.3
	GROUP EXEC.	87.5	10.0	97.5				
	GROUP EXEC.	83.5	6.6	90.1				
	VICE PRESIDENT	82.0	45.8	127.8		61.8	77.2	92.6
	SENIOR V.P.	68.2	0.0	68.2				
	C.O.O.	66.7	10.6	77.3		58.7	73.4	88.1
	SENIOR V.P.	63.5	6.4	69.9		50.6	68.5	74.4
	VICE PRESIDENT	61.1	15.2	76.3		61.1	76.4	91.7
	EXEC. V.P.	60.0	27.6	87.6		61.8	77.3	92.8
	NO IN POSITION: 14							
$ 244.0	WEIGHTED GROUP AVG:	$ 83.5	$ 23.0	$106.5	$117.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$99.9	C.O.O.	$ 85.9	$ 30.0	$115.9				
TO	VICE PRESIDENT	85.0	0.0	85.0		$ 54.4	$ 69.1	$ 83.8
$50.0	VICE PRESIDENT	72.8	0.0	72.8		52.6	65.7	78.8
	VICE PRESIDENT	69.0	13.3	82.3				
	CEO/PRESIDENT	65.0	13.8	78.8				
	VICE PRESIDENT				$ 63.0	54.3	66.5	78.7
		58.6	15.0	73.6				
	VICE PRESIDENT	56.2	14.1	70.3				
	SENIOR V.P.	50.0	7.8	57.8				
	VICE PRESIDENT				48.5	43.2	52.9	62.6
	SENIOR V.P.	43.9	5.3	49.2		31.5	39.8	50.0
	VICE PRESIDENT	40.0	0.0	40.0				
		33.8	53.5	87.3				
	NO IN POSITION: 13							
$ 75.0	WEIGHTED GROUP AVG:	$ 60.0	$ 13.9	$ 73.9	$ 55.8			
$49.9	SENIOR V.P.	$ 75.0	$ 0.0	$ 75.0				
TO	C.O.O.	70.0	5.0	75.0				
$25.0	VICE PRESIDENT	69.0	9.0	78.0		$ 42.2	$ 52.8	$ 63.3
	C.O.O.	65.0	3.2	68.2				
	SENIOR V.P.				$ 62.5			
	VICE PRESIDENT	57.5	5.6	63.1		45.9	54.0	62.1
	VICE PRESIDENT	53.0	0.0	53.0		30.5	41.3	47.5
	GROUP EXEC.	52.3	13.0	65.3				
	VICE PRESIDENT	47.9	4.8	52.7		29.1	39.3	49.5
	SENIOR V.P.	46.8	1.4	48.2				
	NO IN POSITION: 10							
$ 35.1	WEIGHTED GROUP AVG:	$ 59.6	$ 4.7	$ 64.3	$ 62.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS
EXECUTIVE

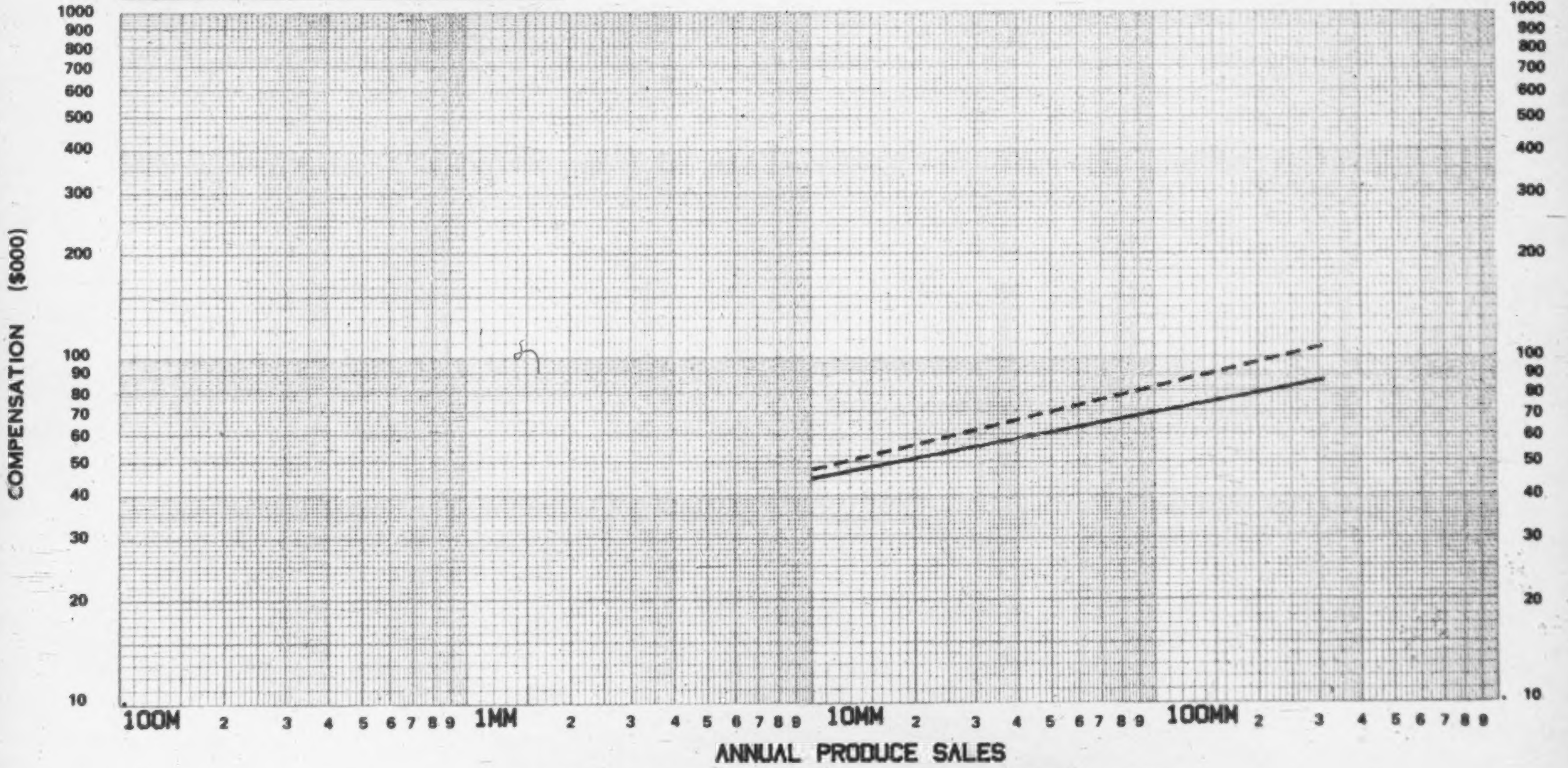
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	EXEC. V.P.				$ 76.6			
	VICE PRESIDENT	$ 75.0	$ 18.8	$ 93.8				
		67.5	7.0	74.5				
	EXEC. V.P.	61.5	0.0	61.5				
	C.O.O.	57.2	30.0	87.2				
	VICE PRESIDENT	54.0	5.0	59.0				
	SENIOR V.P.	45.2	4.8	50.0				
					42.5			
	EXEC. V.P.				38.1			
	CEO/PRESIDENT	33.5	0.0	33.5				
	NO IN POSITION: 10							
$ 14.3	WEIGHTED GROUP AVG:	$ 56.3	$ 9.3	$ 65.6	$ 52.4			
NO SCOPE REPORTED	C.O.O.	$122.0	$ 23.0	$145.0				
	C.O.O.	105.0	21.0	126.0				
	VICE PRESIDENT	88.9	12.0	100.9		$ 57.8	$ 72.4	$ 86.8
	VICE PRESIDENT	70.2	13.1	83.3		55.1	73.4	91.8
	C.O.O.	60.0	0.0	60.0		51.7	64.6	77.5
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	VICE PRESIDENT				$ 53.9			
	ASST. V.P./DIR				53.1	41.1	53.5	65.8
	SENIOR V.P.	47.2	10.5	57.7		47.0	58.7	70.4
					44.9			
	CEO/PRESIDENT	40.0	0.0	40.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 74.2	$ 10.5	$ 84.7	$ 50.6			
	NO IN POSITION: 58							
$ 103.9	POSITION AVERAGE:	$ 68.1	$ 13.4	$ 81.5	$ 60.0			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.34	1.27
Bonus Co's Total Comp	------	0.43	1.28
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #23 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profits, and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion, and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	CEO/PRESIDENT	$138.9	$ 59.5	$198.4				
	SENIOR V.P.	135.0	50.0	185.0				
	EXEC. V.P.	121.6	25.3	146.9		$ 83.0	$ 99.8	$118.7
	SENIOR V.P.				$108.7	71.1	88.9	106.7
	C.O.O.	101.2	84.8	186.0				
	SENIOR V.P.	101.0	90.0	191.0		87.4	109.3	131.2
	C.O.O.	90.3	24.0	114.3				
	SENIOR V.P.	81.0	0.0	81.0				
	C.O.O.	80.1	24.9	105.0		65.9	83.9	101.7
		74.3	15.0	89.3				
	GROUP EXEC.	70.0	14.0	84.0				
	SENIOR V.P.	58.8	17.0	75.8		60.0	74.3	88.6
	NO IN POSITION:	12						
$ 406.4	WEIGHTED GROUP AVG:	$ 95.7	$ 36.7	$132.4	$108.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

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SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	VICE PRESIDENT	$105.0	$ 6.7	$111.7		$ 54.4	$ 69.1	$ 83.8
TO	VICE PRESIDENT	91.5	23.4	114.9				
$50.0	VICE PRESIDENT	79.8	0.0	79.8		52.6	65.7	78.8
	VICE PRESIDENT	61.1	0.0	61.1		61.1	76.4	91.7
	SENIOR V.P.	59.4	10.4	69.8				
	CEO/PRESIDENT	58.5	6.9	65.4				
	SENIOR V.P.	57.5	5.8	63.3		50.6	68.5	74.4
	VICE PRESIDENT	56.9	8.0	64.9		42.2	52.8	63.3
	VICE PRESIDENT	56.5	5.0	61.5				
	VICE PRESIDENT	54.8	13.7	68.5				
	VICE PRESIDENT	51.6	11.4	63.0		43.2	52.9	62.6
	VICE PRESIDENT				$ 51.0	54.3	66.5	78.7
	C.O.O.	47.3	8.1	55.4		51.3	64.1	76.9
	SENIOR V.P.	45.0	10.5	55.5				
	SENIOR V.P.				40.2			
	NO IN POSITION: 16							
$ 72.3	WEIGHTED GROUP AVG:	$ 62.8	$ 8.9	$ 71.7	$ 45.6			

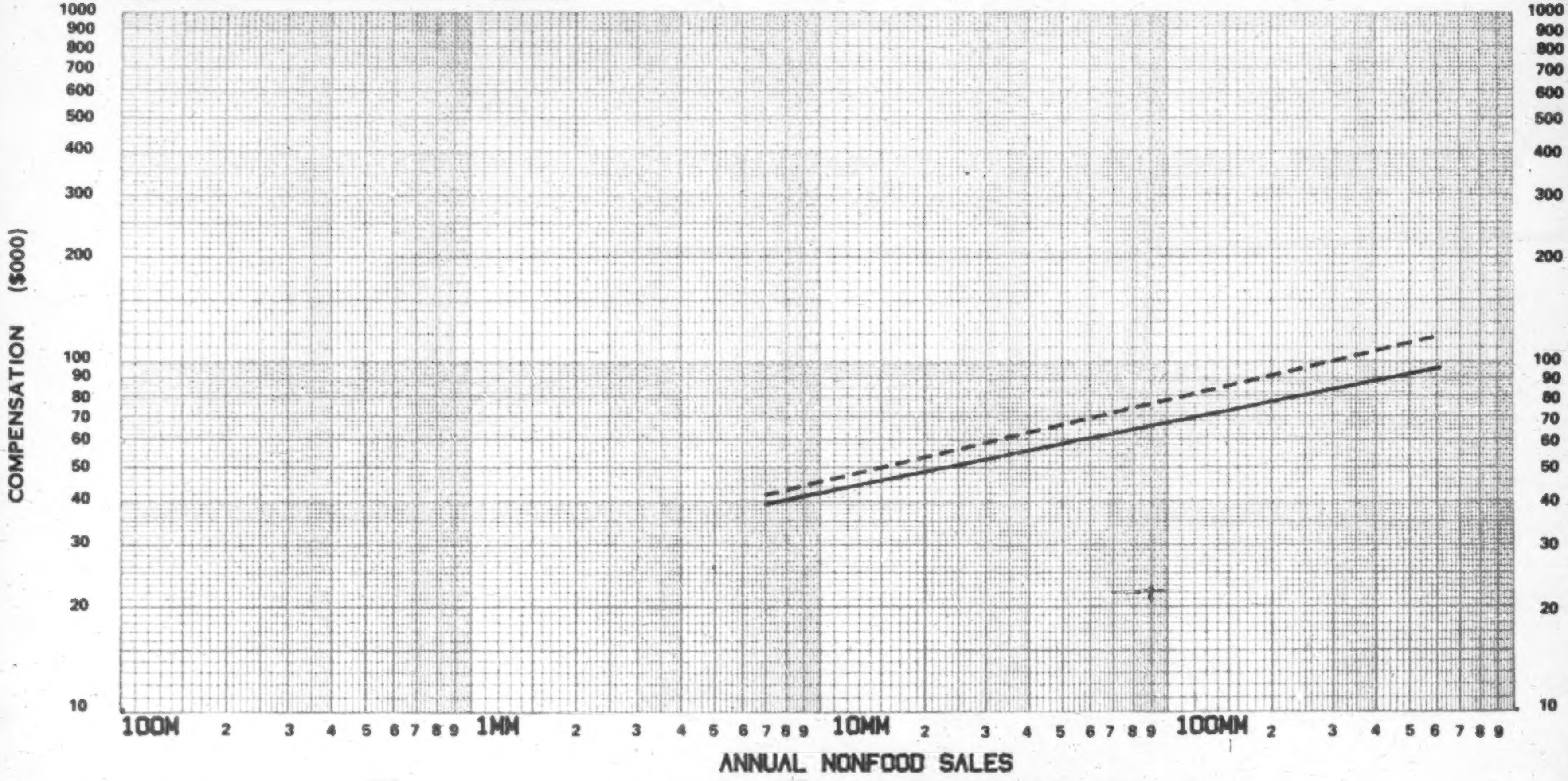
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9 AND BELOW	SENIOR V.P.	$ 64.3	$ 0.0	$ 64.3		$ 34.0	$ 61.1	$ 70.3
	C.O.O.	55.9	2.8	58.7				
	CEO/PRESIDENT	55.6	2.8	58.4		44.7	54.5	64.4
	CEO/PRESIDENT	52.1	30.0	82.1				
	SENIOR V.P.	50.0	5.0	55.0				
	VICE PRESIDENT	49.0	5.0	54.0				
	CEO/PRESIDENT				$ 48.6			
	VICE PRESIDENT	47.4	4.5	51.9		29.1	39.3	49.5
		44.0	3.2	47.2				
	SENIOR V.P.	39.0	3.8	42.8				
	CEO/PRESIDENT				38.2			
	SENIOR V.P.	38.0	1.1	39.1				
	SENIOR V.P.	37.1	0.0	37.1				
		31.2	14.6	45.8				
	NO IN POSITION: 15							
$ 18.5	WEIGHTED GROUP AVG:	$ 47.4	$ 7.9	$ 55.3	$ 43.4			
NO SCOPE REPORTED	C.O.O.	$105.0	$ 15.8	$120.8				
	C.O.O.	102.0	23.0	125.0				
	GROUP EXEC.	94.5	38.9	133.4		$ 54.1	$ 71.7	$ 89.3
	SENIOR V.P.	91.0	16.2	107.2		66.9	89.1	111.5
	GROUP EXEC.	82.0	4.4	86.4				
	SENIOR V.P.	76.8	19.2	96.0		56.5	70.6	84.7
	CEO/PRESIDENT	75.0	0.0	75.0				
	VICE PRESIDENT	60.0	5.0	65.0		45.0	56.0	68.0
	CEO/PRESIDENT				$ 60.0			
	ASST. V.P./DIR				55.1	41.1	53.5	65.8
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 85.8	$ 15.3	$101.1	$ 57.6			
	NO IN POSITION: 53							
$ 146.8	POSITION AVERAGE:	$ 70.3	$ 16.4	$ 86.7	$ 57.4			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.42	1.30
Bonus Co's Total Comp	------	0.49	1.31
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND ABOVE	VICE PRESIDENT	$ 68.0	$ 13.6	$ 81.6		$ 63.4	$ 78.8	$ 94.3
	ASST. V.P./DIR	65.1	19.3	84.4		49.3	61.7	74.1
	REG. V.P./MGR.	59.3	4.9	64.2		47.3	59.1	70.9
	DIV. V.P./MGR.	58.5	32.8	91.3				
	VICE PRESIDENT	57.8	9.8	67.6		48.4	59.2	70.0
	VICE PRESIDENT	57.2	12.2	69.4		52.7	64.4	76.1
		53.8	5.1	58.9		47.9	59.9	71.9
	REG. V.P./MGR.	49.3	18.2	67.5		53.3	65.8	78.3
	VICE PRESIDENT	47.7	0.0	47.7		35.8	44.7	53.6
	ASST. V.P./DIR	47.2	5.0	52.2		35.0	43.8	52.5
	VICE PRESIDENT	47.2	0.0	47.2				
	VICE PRESIDENT	47.0	14.2	61.2		40.1	50.1	60.1
	VICE PRESIDENT	42.5	0.0	42.5		26.9	36.6	42.1
	ASST. V.P./DIR	40.3	0.0	40.3				
	ASST. V.P./DIR				$ 37.5	31.0	38.0	45.0
	ASST. V.P./DIR	37.1	1.0	38.1				
	NO IN POSITION: 27							
$ 426.4	WEIGHTED GROUP AVG:	$ 53.8	$ 8.8	$ 62.6	$ 37.5			

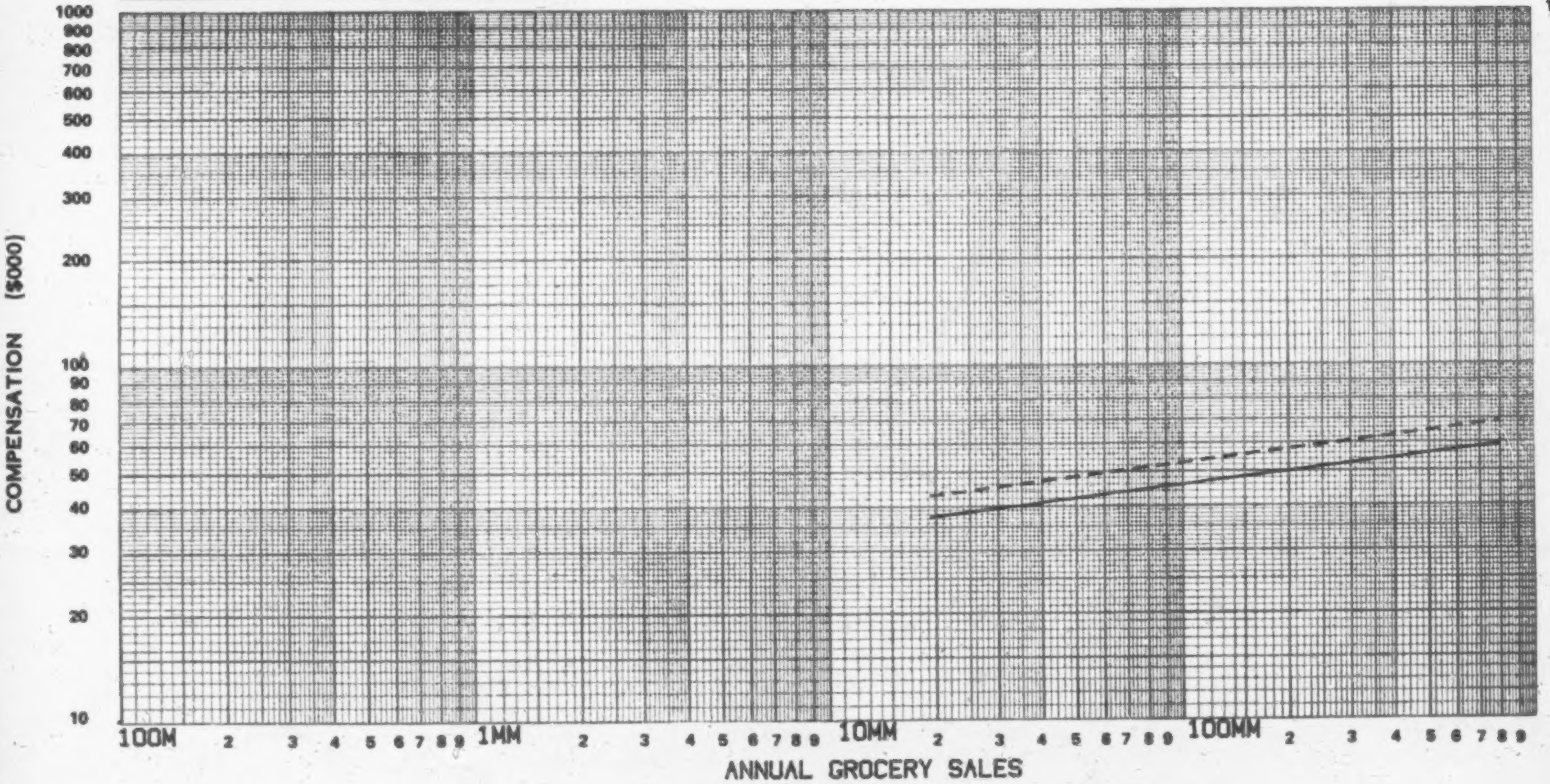
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9	VICE PRESIDENT	$ 57.0	$ 0.0	$ 57.0		$ 40.0	$ 48.8	$ 57.5
TO	SENIOR V.P.	57.0	0.0	57.0		35.5	46.1	56.7
$100.0	VICE PRESIDENT	56.7	13.6	70.3		53.3	65.8	78.3
					$ 56.3			
	DIST.MANAGER	55.7	10.8	66.5		41.5	52.5	63.5
	ASST. V.P./DIR	53.5	11.9	65.4				
	GROUP EXEC.	51.7	15.0	66.7				
	SENIOR V.P.	47.0	13.0	60.0				
	ASST. V.P./DIR	46.3	3.6	49.9		39.7	48.3	56.8
	EXEC. V.P.	45.5	10.3	55.8				
		44.0	4.8	48.8				
	DIST.MANAGER				39.2	37.1	45.5	53.8
	MANAGER				29.5	27.8	37.0	46.3
	ASST. V.P./DIR	28.2	0.9	29.1				
	NO IN POSITION: 97							
$ 144.5	WEIGHTED GROUP AVG:	$ 52.9	$ 9.1	$ 62.0	$ 31.5			
$99.9	SENIOR V.P.	$ 70.0	$ 5.0	$ 75.0				
AND BELOW	ASST. V.P./DIR				$ 48.0			
	CEO/PRESIDENT	41.6	0.0	41.6				
	DIST.MANAGER	39.4	10.3	49.7		$ 36.0	$ 41.5	$ 46.3
	MANAGER				38.3	30.5	39.7	48.8
	VICE PRESIDENT	36.8	1.4	38.2		28.2	35.3	42.5
	SENIOR V.P.				35.8			
					34.8			
		33.8	23.0	56.8				
	ASST. V.P./DIR	31.8	0.0	31.8				
	NO IN POSITION: 50							
$ 51.4	WEIGHTED GROUP AVG:	$ 39.4	$ 8.0	$ 47.4	$ 38.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE	GROUP EXEC.	$ 74.5	$ 14.0	$ 88.5				
REPORTED	EXEC. V.P.	65.0	14.0	79.0		$ 43.9	$ 54.9	$ 65.9
	VICE PRESIDENT	57.8	2.4	60.2		37.3	44.7	52.2
					$ 48.5			
	ASST. V.P./DIR	46.8	4.4	51.2		38.7	51.6	64.5
	VICE PRESIDENT				39.0			
	MANAGER				37.7	30.9	38.6	46.3
	BOARD OF DIR.	34.1	0.8	34.9				
		33.0	3.0	36.0				
	NO IN POSITION: 27							
	WEIGHTED GROUP AVG:	$ 52.4	$ 4.3	$ 56.7	$ 38.6			
	NO IN POSITION: 201							
$ 161.5	POSITION AVERAGE:	$ 49.6	$ 8.2	$ 57.8	$ 34.4			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.39	1.16
Bonus Co's Total Comp	------	0.23	1.25
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$100.0 AND ABOVE	ASST. V.P./DIR	$ 63.5	$ 20.6	$ 84.1		$ 49.3	$ 61.7	$ 74.1
	REG. V.P./MGR.	60.7	4.9	65.6		47.3	59.1	70.9
	VICE PRESIDENT	60.4	0.0	60.4		34.0	61.1	70.3
	SENIOR V.P.	59.4	10.6	70.0				
	VICE PRESIDENT	57.7	12.0	69.7		50.2	61.3	72.5
	VICE PRESIDENT	55.8	11.1	66.9		59.9	74.2	88.5
	DIV. V.P./MGR.	55.2	35.4	90.6				
	ASST. V.P./DIR				$ 52.3	40.1	49.2	58.1
	REG. V.P./MGR.	50.2	14.0	64.2		53.3	65.8	78.3
	VICE PRESIDENT	49.0	12.7	61.7		40.1	50.1	60.1
	NO IN POSITION:	27						
$ 174.4	WEIGHTED GROUP AVG:	$ 59.3	$ 16.1	$ 75.4	$ 52.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	ASST. V.P./DIR	$ 57.7	$ 16.6	$ 74.3				
TO		54.9	5.0	59.9		$ 44.8	$ 56.0	$ 67.2
$25.0	VICE PRESIDENT	53.1	7.8	60.9		46.1	56.3	66.5
	ASST. V.P./DIR	52.5	0.0	52.5		35.0	43.8	52.5
	VICE PRESIDENT	52.0	0.0	52.0		35.5	46.1	56.7
	MANAGER				$ 51.9	37.6	45.4	53.1
	DIST.MANAGER	50.9	7.1	58.0		37.8	47.7	57.7
	VICE PRESIDENT	50.3	0.0	50.3				
		49.9	7.5	57.4				
	SENIOR V.P.	47.0	10.0	57.0				
					46.8			
	DIST.MANAGER				46.1	37.1	45.5	53.8
	MANAGER				46.1	33.1	43.1	52.9
	VICE PRESIDENT	41.6	0.0	41.6		35.8	44.7	53.6
	ASST. V.P./DIR	39.5	3.0	42.5				
	ASST. V.P./DIR	39.3	3.8	43.1				
	ASST. V.P./DIR	38.8	0.0	38.8		31.0	38.0	45.0
	VICE PRESIDENT	37.4	1.0	38.4		28.2	35.3	42.5
		36.5	1.0	37.5				
	ASST. V.P./DIR	34.2	1.0	35.2				
	MANAGER				32.1	27.8	37.0	46.3
	CEO/PRESIDENT	28.2	0.0	28.2				
	NO IN POSITION: 96							
$ 44.3	WEIGHTED GROUP AVG:	$ 46.3	$ 3.6	$ 49.9	$ 38.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

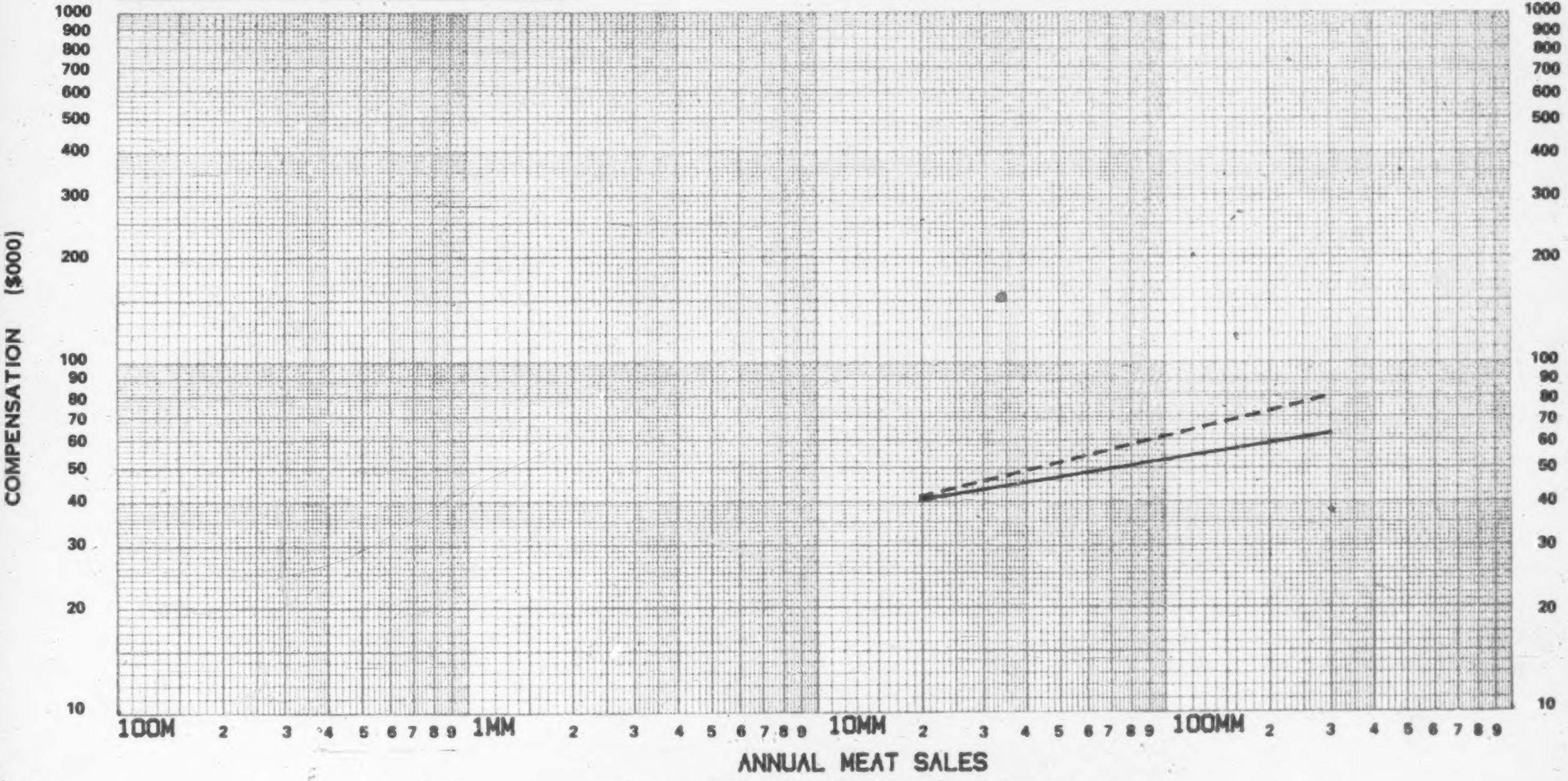
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9					$ 63.8			
AND BELOW	EXEC. V.P.	$ 55.1	$ 4.5	$ 59.6				
	VICE PRESIDENT	54.7	10.8	65.5		$ 47.6	$ 58.3	$ 69.0
	SENIOR V.P.	50.0	5.0	55.0				
	VICE PRESIDENT	46.2	2.3	48.5				
	GROUP EXEC.	46.0	8.0	54.0				
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	DIV. V.P./MGR.				37.0			
	VICE PRESIDENT	36.6	0.0	36.6				
	ASST. V.P./DIR	34.0	0.0	34.0				
	ASST. V.P./DIR				32.2			
	GROUP EXEC.	29.1	0.0	29.1				
	NO IN POSITION:	44						
$ 18.9	WEIGHTED GROUP AVG:	$ 47.8	$ 6.6	$ 54.4	$ 39.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
	GROUP EXEC.	56.5	10.0	66.5		43.9	54.9	65.9
	MANAGER	49.0	4.0	53.0		40.0	51.0	61.0
	GROUP EXEC.	48.6	6.8	55.4		33.8	39.8	45.5
	VICE PRESIDENT				$ 44.7			
					41.6			
	MANAGER				36.5	30.9	38.6	46.3
		31.2	1.8	33.0				
	NO IN POSITION:	23						
	WEIGHTED GROUP AVG:	$ 49.4	$ 3.5	$ 52.9	$ 38.2			
	NO IN POSITION:	190						
$ 58.7	POSITION AVERAGE:	$ 49.5	$ 6.7	$ 56.2	$ 38.7			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.18
Bonus Co's Total Comp	------	0.58	1.22
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #28 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND ABOVE	ASST. V.P./DIR	$ 61.4	$ 20.3	$ 81.7		$ 49.3	$ 61.7	$ 74.1
	SENIOR V.P.	59.0	10.6	69.6				
	REG. V.P./MGR.	58.3	4.9	63.2		47.3	59.1	70.9
		56.9	7.2	64.1		41.8	52.3	62.8
	VICE PRESIDENT	54.4	15.2	69.6		50.2	61.3	72.5
	DIV. V.P./MGR.	53.7	17.9	71.6				
	REG. V.P./MGR.	52.7	17.9	70.6		50.5	62.0	73.5
	VICE PRESIDENT	51.2	10.3	61.5		59.9	74.2	88.5
	ASST. V.P./DIR	44.0	11.8	55.8		40.1	50.1	60.1
		28.6	16.4	45.0				
	NO IN POSITION: 28							
$ 88.3	WEIGHTED GROUP AVG:	$ 56.3	$ 15.6	$ 71.9				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

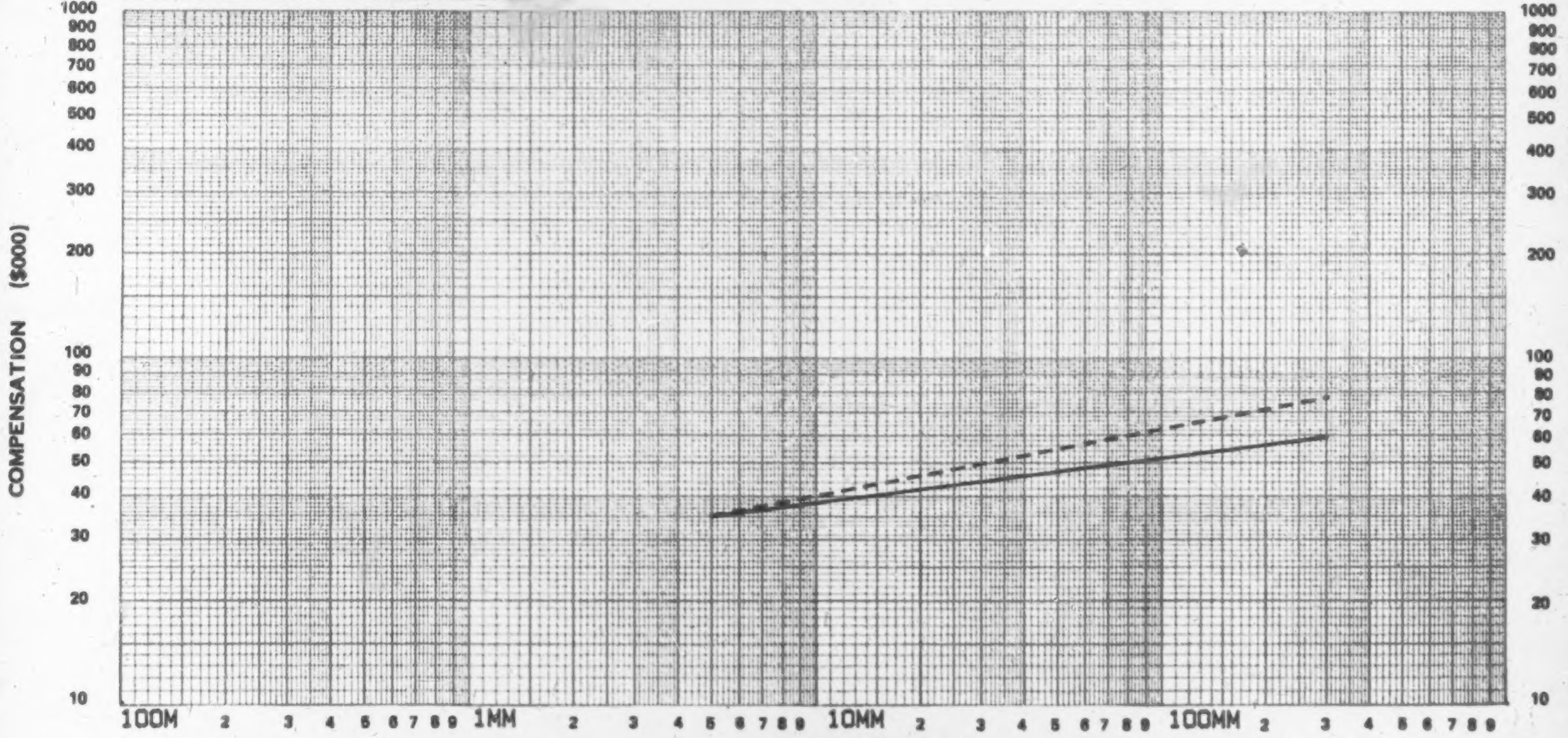
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	VICE PRESIDENT	$ 55.5	$ 9.9	$ 65.4		$ 46.1	$ 56.3	$ 66.5
TO	VICE PRESIDENT				$ 53.0	30.5	41.3	47.5
$15.0	DIST.MANAGER	52.2	6.9	59.1		37.8	47.7	57.7
	VICE PRESIDENT	49.8	10.3	60.1		47.6	58.3	69.0
	ASST. V.P./DIR	49.4	14.8	64.2				
		48.6	7.5	56.1				
	ASST. V.P./DIR	47.2	0.0	47.2		35.5	46.1	56.7
	VICE PRESIDENT	46.5	0.0	46.5				
	ASST. V.P./DIR	45.9	4.0	49.9		35.0	43.8	52.5
	GROUP EXEC.	45.0	5.0	50.0				
	ASST. V.P./DIR	43.2	1.9	45.1				
	VICE PRESIDENT	42.7	0.0	42.7		33.1	41.4	49.7
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	DIST.MANAGER				40.2	37.1	45.5	53.8
	SENIOR V.P.	40.0	7.5	47.5				
	MANAGER				39.7	35.3	42.6	49.8
	MANAGER				38.2	30.5	39.7	48.8
	ASST. V.P./DIR	37.5	0.0	37.5		31.0	38.0	45.0
	VICE PRESIDENT	37.0	1.4	38.4		28.2	35.3	42.5
	MANAGER				31.4	27.8	37.0	46.3
	ASST. V.P./DIR	30.4	0.9	31.3				
	DIV. V.P./MGR.				29.5			
	NO IN POSITION: 102							
$ 24.4	WEIGHTED GROUP AVG:	$ 47.2	$ 5.2	$ 52.4	$ 35.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9	EXEC. V.P.	$ 49.4	$ 8.9	$ 58.3				
AND BELOW					$ 46.8			
		46.0	2.0	48.0				
	GROUP EXEC.	43.9	7.0	50.9				
	VICE PRESIDENT	37.7	0.0	37.7				
	VICE PRESIDENT	35.9	1.8	37.7				
	GROUP EXEC.	35.0	0.0	35.0		$ 30.0	$ 32.5	$ 35.0
	ASST. V.P./DIR				33.2			
	ASST. V.P./DIR	32.9	0.0	32.9				
	CEO/PRESIDENT	24.8	0.0	24.8				
	NO IN POSITION: 23							
$ 8.5	WEIGHTED GROUP AVG:	$ 38.1	$ 2.5	$ 40.6	$ 37.7			
NO SCOPE	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
REPORTED	ASST. V.P./DIR	50.0	2.5	52.5		38.7	51.6	64.5
	MANAGER	49.0	4.0	53.0		40.0	51.0	61.0
	GROUP EXEC.	47.8	6.6	54.4		33.8	39.8	45.5
	VICE PRESIDENT				$ 45.6			
	GROUP EXEC.	44.5	6.5	51.0		36.8	45.8	55.0
	ASST. V.P./DIR				43.1			
	MANAGER				34.5	30.9	38.6	46.3
					31.7			
		23.0	1.3	24.3				
	NO IN POSITION: 25							
	WEIGHTED GROUP AVG:	$ 48.4	$ 3.4	$ 51.8	$ 36.8			
	NO IN POSITION: 178							
$ 33.7	POSITION AVERAGE:	$ 47.9	$ 7.0	$ 54.9	$ 35.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.19
Bonus Co's Total Comp	------	0.48	1.23
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #27 – PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	VICE PRESIDENT	$ 52.6	$ 9.1	$ 61.7		$ 53.3	$ 65.8	$ 78.3
	GROUP EXEC.	52.1	30.0	82.1				
	SENIOR V.P.	46.8	2.3	49.1				
		44.9	4.1	49.0		41.8	52.3	62.8
	MANAGER				$ 42.1	28.5	37.1	46.2
	ASST. V.P./DIR				35.8			
		28.8	12.1	40.9				
	NO IN POSITION: 9							
$ 61.8	WEIGHTED GROUP AVG:	$ 45.0	$ 11.6	$ 56.6	$ 40.5			
NO SCOPE REPORTED	GROUP EXEC.	$ 45.0	$ 7.0	$ 52.0		$ 43.9	$ 54.9	$ 65.9
	EXEC. V.P.				$ 24.1			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 45.0	$ 7.0	$ 52.0	$ 24.1			
	NO IN POSITION: 11							
$ 61.8	POSITION AVERAGE:	$ 45.0	$ 10.8	$ 55.8	$ 37.2			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	ASST. V.P./DIR	$ 54.5	$ 23.0	$ 77.5		$ 41.7	$ 54.2	$ 66.7
	VICE PRESIDENT	43.8	7.8	51.6		53.3	65.8	78.3
	VICE PRESIDENT	38.0	0.0	38.0				
	MANAGER				$ 36.5	33.1	43.1	52.9
	ASST. V.P./DIR				36.0			
	NO IN POSITION: 8							
$ 94.5	WEIGHTED GROUP AVG:	$ 45.4	$ 10.3	$ 55.7	$ 36.4			
NO SCOPE REPORTED	GROUP EXEC.	$ 45.0	$ 7.0	$ 52.0		$ 43.9	$ 54.9	$ 65.9
	EXEC. V.P.				$ 27.8			
	MANAGER				27.8	25.5	33.9	42.5
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 45.0	$ 7.0	$ 52.0	$ 27.8			
	NO IN POSITION: 18							
$ 94.5	POSITION AVERAGE:	$ 45.3	$ 9.5	$ 54.8	$ 30.9			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

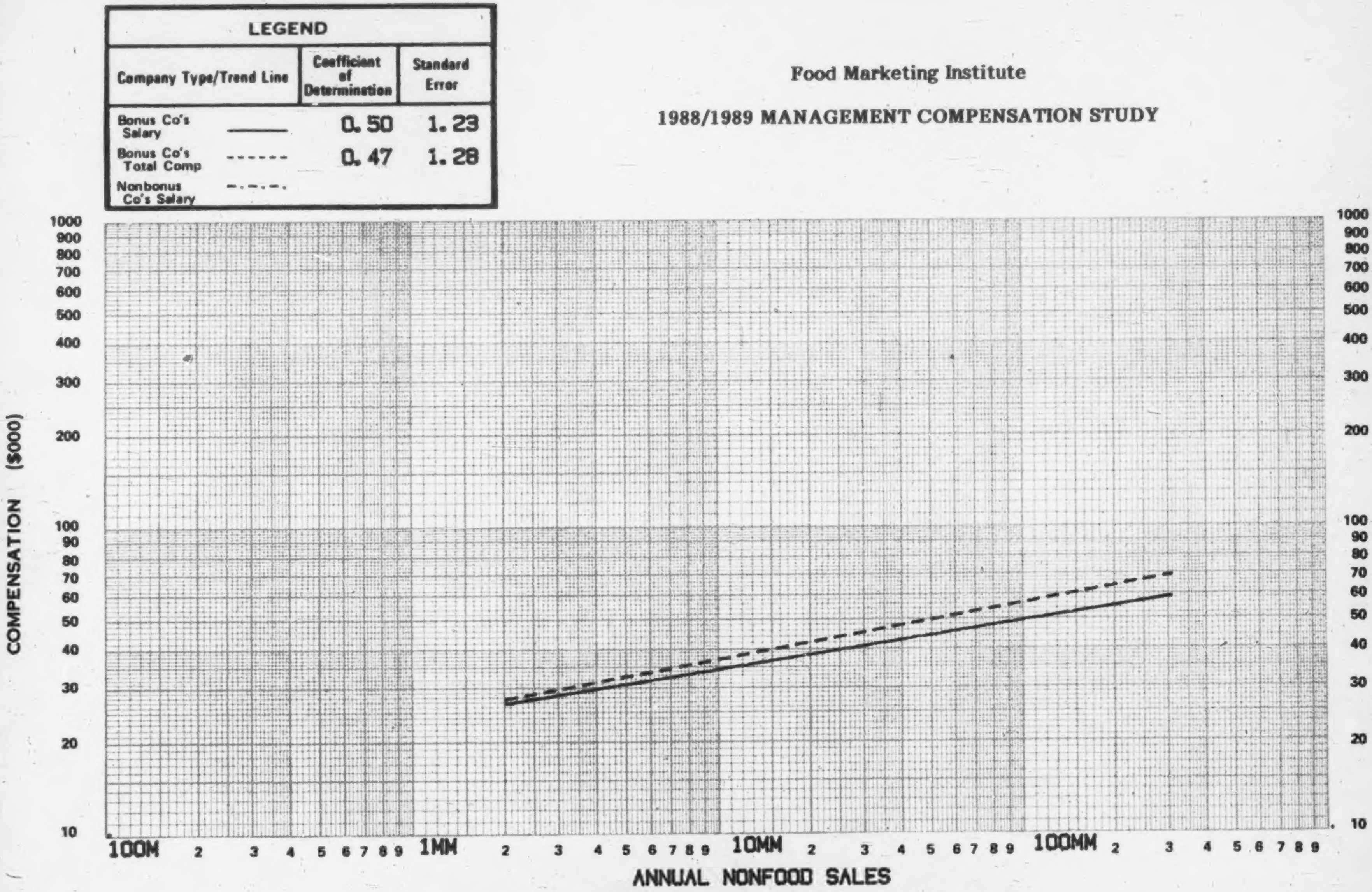
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE	ASST. V.P./DIR	$ 61.7	$ 20.4	$ 82.1		$ 49.3	$ 61.7	$ 74.1
	REG. V.P./MGR.	59.1	3.6	62.7		47.3	59.1	70.9
	VICE PRESIDENT	56.4	17.2	73.6		47.6	58.0	69.0
	VICE PRESIDENT	55.5	12.5	68.0		40.1	50.1	60.1
	DIV. V.P./MGR.	53.5	25.0	78.5				
	VICE PRESIDENT	52.3	10.2	62.5		47.8	58.4	69.3
	SENIOR V.P.	51.0	9.0	60.0				
	ASST. V.P./DIR	49.0	0.0	49.0				
	MANAGER				$ 34.9	28.5	37.1	46.2
	ASST. V.P./DIR	23.2	1.5	24.7				
	NO IN POSITION: 24							
$ 118.6	WEIGHTED GROUP AVG:	$ 54.9	$ 11.6	$ 66.5	$ 34.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$74.9	DIST.MANAGER	$ 47.7	$ 5.7	$ 53.4		$ 34.4	$ 43.4	$ 52.3
TO	ASST. V.P./DIR	47.6	4.0	51.6		35.0	43.8	52.5
$25.0	VICE PRESIDENT	46.6	3.5	50.1		43.9	53.6	63.3
	VICE PRESIDENT	43.6	0.0	43.6		33.1	41.4	49.7
	VICE PRESIDENT				$ 42.0	39.7	48.3	56.8
	MANAGER				41.3	37.1	45.5	53.8
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	VICE PRESIDENT	35.6	0.0	35.6		32.2	41.9	51.6
	ASST. V.P./DIR				34.2	31.0	38.0	45.0
		33.9	2.3	36.2		39.1	48.9	58.7
	VICE PRESIDENT	30.4	1.2	31.6		28.2	35.3	42.5
	NO IN POSITION: 34							
$ 39.0	WEIGHTED GROUP AVG:	$ 43.3	$ 3.7	$ 47.0	$ 39.6			
$24.9	VICE PRESIDENT	$ 55.4	$ 17.8	$ 73.2				
AND BELOW	GROUP EXEC.	45.0	5.0	50.0				
		38.0	1.6	39.6				
	VICE PRESIDENT	36.7	0.0	36.7		$ 26.9	$ 36.6	$ 42.1
	ASST. V.P./DIR				$ 35.4			
	DIST.MANAGER	34.3	4.0	38.3				
	DIV. V.P./MGR.				34.0			
	ASST. V.P./DIR	31.0	0.9	31.9				
	ASST. V.P./DIR	30.2	6.8	37.0				
	DIST.MANAGER	26.0	1.3	27.3				
		20.8	3.2	24.0				
	NO IN POSITION: 18							
$ 10.8	WEIGHTED GROUP AVG:	$ 32.8	$ 3.5	$ 36.3	$ 34.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 40.5			
	VICE PRESIDENT				37.7			
	MANAGER				35.0	$ 40.0	$ 51.0	$ 61.0
	MANAGER				32.1	23.4	29.3	35.1
	MANAGER				29.6	27.8	37.0	46.3
	NO IN POSITION:	22						
	WEIGHTED GROUP AVG:				$ 31.8			
	NO IN POSITION:	98						
$ 57.5	POSITION AVERAGE:	$ 45.4	$ 6.5	$ 51.9	$ 33.9			



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	ASST. V.P./DIR	$ 61.6	$ 22.8	$ 84.4		$ 49.3	$ 61.7	$ 74.1
AND ABOVE	MANAGER	58.8	4.9	63.7		47.3	59.1	70.9
	VICE PRESIDENT	53.7	13.7	67.4		50.2	61.3	72.5
	VICE PRESIDENT	50.8	7.7	58.5		46.1	56.3	66.5
	VICE PRESIDENT	49.2	0.0	49.2		26.9	36.6	42.1
	VICE PRESIDENT	48.3	6.3	54.6				
	VICE PRESIDENT	47.7	7.2	54.9		47.5	58.2	68.9
	VICE PRESIDENT	46.3	0.0	46.3		35.5	46.1	56.7
	SENIOR V.P.	46.0	12.0	58.0				
	DIST.MANAGER				$ 41.6	37.1	45.5	53.8
	ASST. V.P./DIR	41.6	5.2	46.8				
	VICE PRESIDENT	39.7	0.0	39.7		33.1	41.4	49.7
	DIST.MANAGER	37.7	0.6	38.3				
	ASST. V.P./DIR	31.8	0.8	32.6		27.8	34.1	40.3
	ASST. V.P./DIR	29.9	1.9	31.8				
	SENIOR V.P.				28.6			
	ASST. V.P./DIR	24.6	1.0	25.6				
	NO IN POSITION: 46							
$ 88.8	WEIGHTED GROUP AVG:	$ 51.0	$ 9.7	$ 60.7	$ 36.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	MANAGER				$ 45.1	$ 33.4	$ 40.0	$ 46.7
AND BELOW	C.O.O.	$ 42.3	$ 1.3	$ 43.6				
		42.0	7.5	49.5				
	GROUP EXEC.	40.7	2.1	42.8				
	GROUP EXEC.	40.0	5.0	45.0				
	EXEC. V.P.	38.4	5.2	43.6				
	EXEC. V.P.	38.0	0.0	38.0				
	VICE PRESIDENT	36.5	0.0	36.5		30.0	36.5	43.0
		35.1	4.0	39.1				
	VICE PRESIDENT	34.5	0.0	34.5				
		32.5	7.8	40.3				
	ASST. V.P./DIR				32.4			
		30.7	1.0	31.7				
	CEO/PRESIDENT	29.9	0.0	29.9				
	NO IN POSITION: 22							
$ 5.0	WEIGHTED GROUP AVG:	$ 37.3	$ 2.9	$ 40.2	$ 38.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

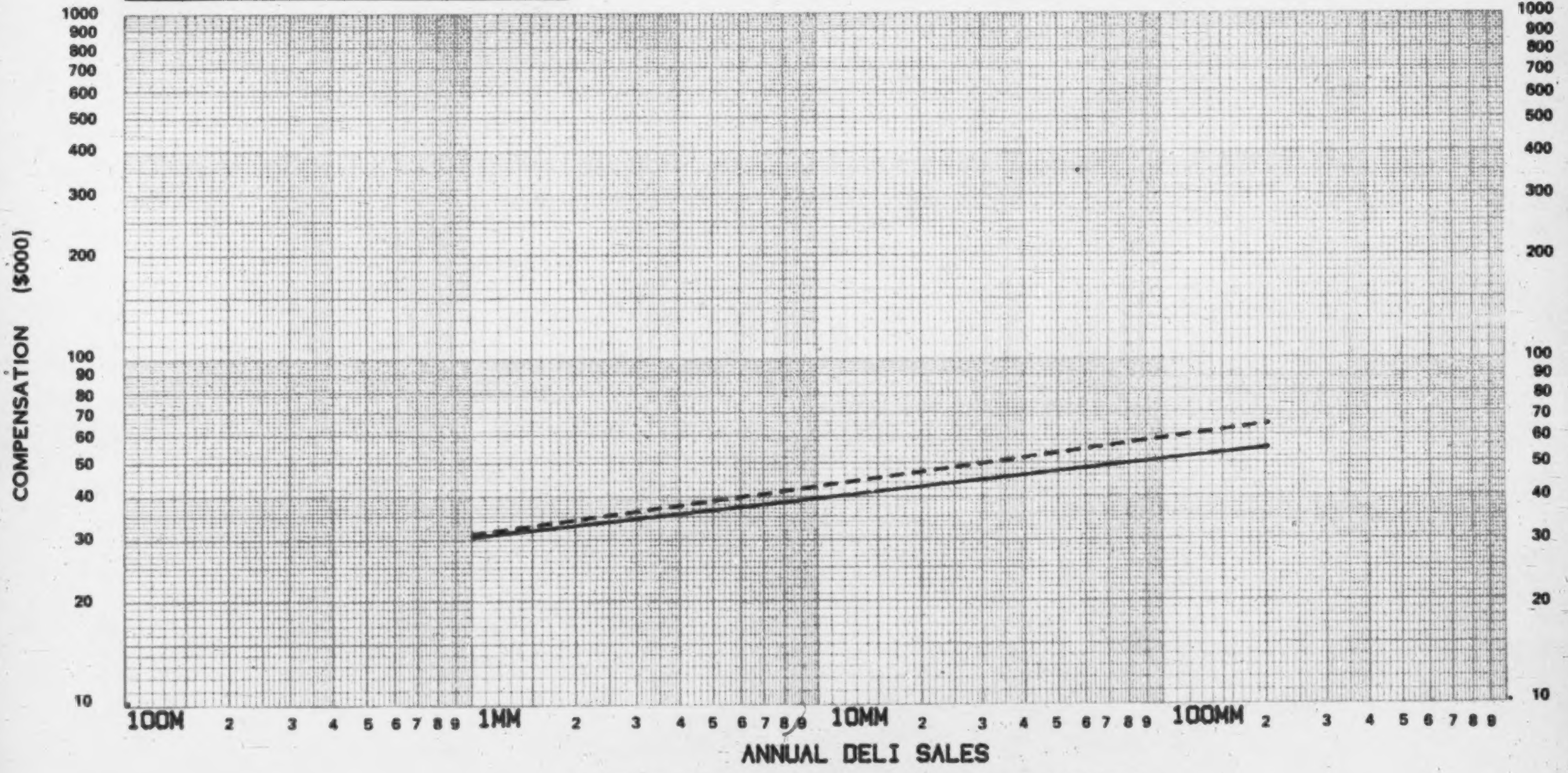
SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
	GROUP EXEC.	49.9	7.0	56.9		46.0	50.4	54.9
	ASST. V.P./DIR	49.0	2.3	51.3		38.7	51.6	64.5
	VICE PRESIDENT	43.5	6.7	50.2		42.3	51.6	60.8
	GROUP EXEC.	43.5	10.0	53.5		43.9	54.9	65.9
	MANAGER				$ 39.8	30.5	39.7	48.8
	MANAGER				33.6	30.9	38.6	46.3
	VICE PRESIDENT	29.4	1.2	30.6		28.2	35.3	42.5
					28.6			
	VICE PRESIDENT				27.3			
		25.3	1.3	26.6				
	DIST.MANAGER	25.0	1.5	26.5		25.0	30.0	38.0
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 41.7	$ 3.6	$ 45.3	$ 36.0			
	NO IN POSITION: 109							
$ 61.7	POSITION AVERAGE:	$ 44.7	$ 6.1	$ 50.8	$ 36.5			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.43	1.18
Bonus Co's Total Comp	------	0.42	1.24
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #31 - DELI MERCHANDISER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$10.0 AND ABOVE	EXEC. V.P.	$ 58.3	$ 11.6	$ 69.9				
	VICE PRESIDENT	44.9	6.8	51.7		$ 47.5	$ 58.2	$ 68.9
	ASST. V.P./DIR	44.2	10.8	55.0				
	VICE PRESIDENT	43.7	4.7	48.4		39.8	48.4	56.9
	VICE PRESIDENT	42.5	6.3	48.8				
	DIST.MANAGER	41.8	0.5	42.3				
	ASST. V.P./DIR	39.5	0.0	39.5				
	MANAGER				$ 39.3	33.1	43.1	52.9
	VICE PRESIDENT	36.9	0.0	36.9		33.1	41.4	49.7
	ASST. V.P./DIR	36.0	0.0	36.0		32.2	41.9	51.6
		32.5	35.5	68.0				
	ASST. V.P./DIR	24.0	0.0	24.0				
	NO IN POSITION:	20						
$ 23.9	WEIGHTED GROUP AVG:	$ 40.9	$ 5.4	$ 46.3	$ 39.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$9.9	GROUP EXEC.	$ 50.4	$ 2.7	$ 53.1				
AND BELOW	MANAGER				$ 46.2	$ 33.4	$ 40.0	$ 46.7
		45.0	2.0	47.0				
		42.0	7.5	49.5				
	DIST.MANAGER				40.9	37.1	45.5	53.8
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	GROUP EXEC.	40.0	0.0	40.0				
	EXEC. V.P.	39.0	6.3	45.3				
	ASST. V.P./DIR	39.0	1.2	40.2				
	EXEC. V.P.	38.0	0.0	38.0				
	EXEC. V.P.				36.0			
		35.1	4.0	39.1				
	ASST. V.P./DIR				32.9			
	ASST. V.P./DIR	29.7	0.8	30.5		27.8	34.1	40.3
	NO IN POSITION: 24							
$ 5.0	WEIGHTED GROUP AVG:	$ 40.3	$ 3.7	$ 44.0	$ 40.7			
NO SCOPE	ASST. V.P./DIR	$ 59.8	$ 6.6	$ 66.4				
REPORTED	VICE PRESIDENT	42.6	0.9	43.5		$ 34.5	$ 41.4	$ 48.3
					$ 35.4			
	VICE PRESIDENT	26.3	1.0	27.3		26.2	32.7	39.2
	DIST.MANAGER	25.0	1.5	26.5		25.0	30.0	38.0
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 34.9	$ 1.5	$ 36.4	$ 35.4			
	NO IN POSITION: 58							
$ 13.6	POSITION AVERAGE:	$ 39.0	$ 3.7	$ 42.7	$ 40.2			

NOTE: A trend line is not shown because there is no significant correlation between scope and compensation.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE		$ 55.3	$ 9.0	$ 64.3				
	REG. V.P./MGR.	52.6	8.2	60.8		$ 37.8	$ 47.7	$ 57.7
	DIV. V.P./MGR.	52.4	46.4	98.8				
	VICE PRESIDENT				$ 51.9			
	MANAGER	51.6	9.1	60.7		38.6	48.2	57.9
	MANAGER				49.7	33.1	43.1	52.9
	ASST. V.P./DIR	46.8	3.5	50.3				
	MANAGER	44.0	0.0	44.0		36.6	45.7	54.9
	ASST. V.P./DIR	43.4	1.2	44.6				
	ASST. V.P./DIR				43.3	33.2	42.3	51.5
	ASST. V.P./DIR	43.2	0.0	43.2				
	VICE PRESIDENT				39.8			
					39.5	37.6	45.4	53.1
	REG. V.P./MGR.				39.0	36.0	44.1	52.1
	ASST. V.P./DIR	36.8	0.0	36.8		30.7	38.4	46.0
	MANAGER	36.2	4.7	40.9		34.9	43.6	52.3
	MANAGER				33.8	29.7	35.3	41.0
	MANAGER	33.6	7.3	40.9		27.4	34.3	41.2
	VICE PRESIDENT				30.8			
	NO IN POSITION: 99							
$ 270.9	WEIGHTED GROUP AVG:	$ 46.8	$ 8.1	$ 54.9	$ 38.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$99.9	SENIOR V.P.	$ 55.1	$ 1.6	$ 56.7				
TO	ASST. V.P./DIR	46.5	5.9	52.4		$ 37.3	$ 45.4	$ 53.4
$75.0	GROUP EXEC.	41.5	7.5	49.0				
	ASST. V.P./DIR				$ 41.2	33.1	40.6	48.0
	VICE PRESIDENT	40.9	0.0	40.9				
	GROUP EXEC.	40.0	5.0	45.0				
	VICE PRESIDENT	39.9	4.8	44.7				
	MANAGER	28.1	2.4	30.5				
	NO IN POSITION: 30							
$ 83.6	WEIGHTED GROUP AVG:	$ 40.6	$ 3.8	$ 44.4	$ 41.2			
$74.9	ASST. V.P./DIR	$ 45.5	$ 3.8	$ 49.3		$ 36.6	$ 43.0	$ 49.5
AND BELOW	MANAGER	44.3	8.5	52.8		47.6	58.3	69.0
					$ 43.4			
	ASST. V.P./DIR	37.7	0.0	37.7				
	GROUP EXEC.				36.6			
	REG. V.P./MGR.				36.5	33.1	40.5	47.9
	ASST. V.P./DIR	36.1	2.6	38.7				
	ASST. V.P./DIR				34.2			
	ASST. V.P./DIR	34.1	1.0	35.1				
	MANAGER				30.5	29.6	41.8	54.1
	MANAGER				30.4	23.4	30.3	34.8
	CEO/PRESIDENT				24.9			
	NO IN POSITION: 92							
$ 33.3	WEIGHTED GROUP AVG:	$ 42.0	$ 6.1	$ 48.1	$ 31.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	EXEC. V.P.	$ 51.0	$ 7.0	$ 58.0		$ 36.8	$ 45.8	$ 55.0
					$ 48.4			
	ASST. V.P./DIR				46.4			
	ASST. V.P./DIR				44.1	37.3	44.7	52.2
	MANAGER				43.3	37.1	45.5	53.8
	MANAGER	43.2	6.7	49.9		35.0	41.0	46.5
	MANAGER	39.4	3.8	43.2		33.7	42.1	50.5
	VICE PRESIDENT				39.3	35.5	46.1	56.7
	MANAGER	37.8	1.8	39.6		34.6	46.1	57.6
	MANAGER				36.8	30.9	38.6	46.3
	VICE PRESIDENT	36.3	1.2	37.5		28.2	35.3	42.5
	VICE PRESIDENT				36.0	30.0	38.0	46.0
	GROUP EXEC.	34.5	1.4	35.9		26.5	31.7	37.2
	VICE PRESIDENT	32.3	2.9	35.2		23.9	29.4	34.9
					31.5			
					31.3			
	DIST.MANAGER				30.1			
		28.4	1.8	30.2				
	NO IN POSITION: 76							
	WEIGHTED GROUP AVG:	$ 35.9	$ 2.7	$ 38.6	$ 38.8			
	NO IN POSITION: 297							
$ 146.6	POSITION AVERAGE:	$ 42.2	$ 5.6	$ 47.8	$ 35.6			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.11	1.18
Bonus Co's Total Comp	------	0.11	1.20
Nonbonus Co's Salary	-.-.-.	0.31	1.17

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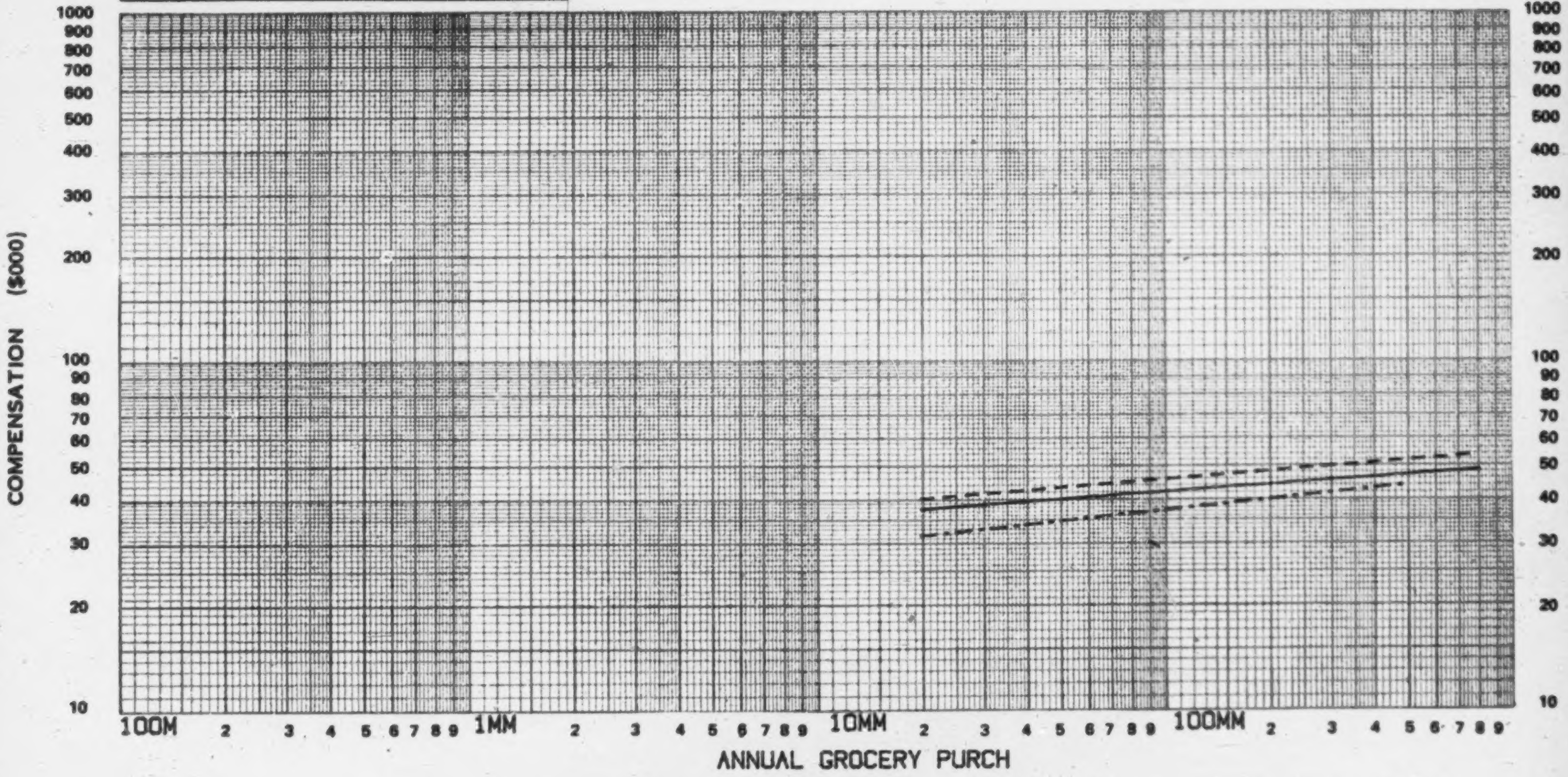
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #33 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$75.0 AND ABOVE	DIV. V.P./MGR.				$ 58.3	$ 49.2	$ 60.1	$ 71.0
	MANAGER				53.1	35.2	45.8	56.2
	REG. V.P./MGR.	$ 51.4	$ 6.3	$ 57.7		37.8	47.7	57.7
	MANAGER	49.9	0.0	49.9		36.6	45.7	54.9
	VICE PRESIDENT	48.7	0.0	48.7				
	ASST. V.P./DIR	48.5	0.0	48.5				
	MANAGER	48.1	9.4	57.5		43.3	54.1	64.9
	ASST. V.P./DIR	46.8	0.0	46.8				
	VICE PRESIDENT				44.9	33.2	42.3	51.5
	MANAGER				44.2	39.7	48.3	56.8
					44.0			
	MANAGER	43.9	6.4	50.3		35.0	43.8	52.5
	ASST. V.P./DIR	43.1	1.5	44.6				
	VICE PRESIDENT				42.9	34.6	42.4	50.2
	NO IN POSITION: 33							
$ 162.2	WEIGHTED GROUP AVG:	$ 47.1	$ 4.9	$ 52.0	$ 47.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$74.9 AND BELOW	ASST. V.P./DIR	$ 58.3	$ 11.6	$ 69.9				
	SENIOR V.P.	52.0	2.1	54.1				
	ASST. V.P./DIR	45.5	6.0	51.5		$ 37.3	$ 45.4	$ 53.4
	MANAGER	44.8	8.4	53.2		47.6	58.3	69.0
	VICE PRESIDENT	42.7	0.0	42.7		35.8	44.7	53.6
	VICE PRESIDENT				$ 37.9			
					37.8			
	VICE PRESIDENT	37.2	3.0	40.2				
	MANAGER				36.0	31.4	37.6	43.7
	ASST. V.P./DIR	35.8	1.1	36.9				
	MANAGER				34.3	23.4	30.3	34.8
	ASST. V.P./DIR				32.7			
	MANAGER	32.0	0.0	32.0		27.4	34.3	41.2
	MANAGER				30.0	29.6	35.5	41.4
	MANAGER	26.3	3.6	29.9				
	NO IN POSITION: 42							
$ 31.6	WEIGHTED GROUP AVG:	$ 41.0	$ 4.3	$ 45.3	$ 32.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 60.0	$ 5.3	$ 65.3		$ 41.7	$ 52.1	$ 62.6
	ASST. V.P./DIR				$ 55.6	40.3	50.3	60.4
	VICE PRESIDENT				50.0	35.5	46.1	56.7
	MANAGER				49.2	37.1	45.5	53.8
	MANAGER	45.5	2.2	47.7		34.6	46.1	57.6
	MANAGER	45.3	5.5	50.8		40.0	45.0	50.0
	VICE PRESIDENT	44.5	2.0	46.5		36.4	45.2	53.9
	ASST. V.P./DIR				39.3			
					38.0			
	MANAGER				37.8	30.9	38.6	46.3
					36.0			
	GROUP EXEC.	35.0	1.4	36.4		26.5	31.7	37.2
	VICE PRESIDENT				34.0	30.0	38.0	46.0
	ASST. V.P./DIR	33.4	3.4	36.8		23.9	29.4	34.9
		27.2	2.5	29.7				
	NO IN POSITION:	30						
	WEIGHTED GROUP AVG:	$ 40.1	$ 2.4	$ 42.5	$ 41.0			
	NO IN POSITION:	105						
$ 89.1	POSITION AVERAGE:	$ 43.2	$ 4.0	$ 47.2	$ 38.4			

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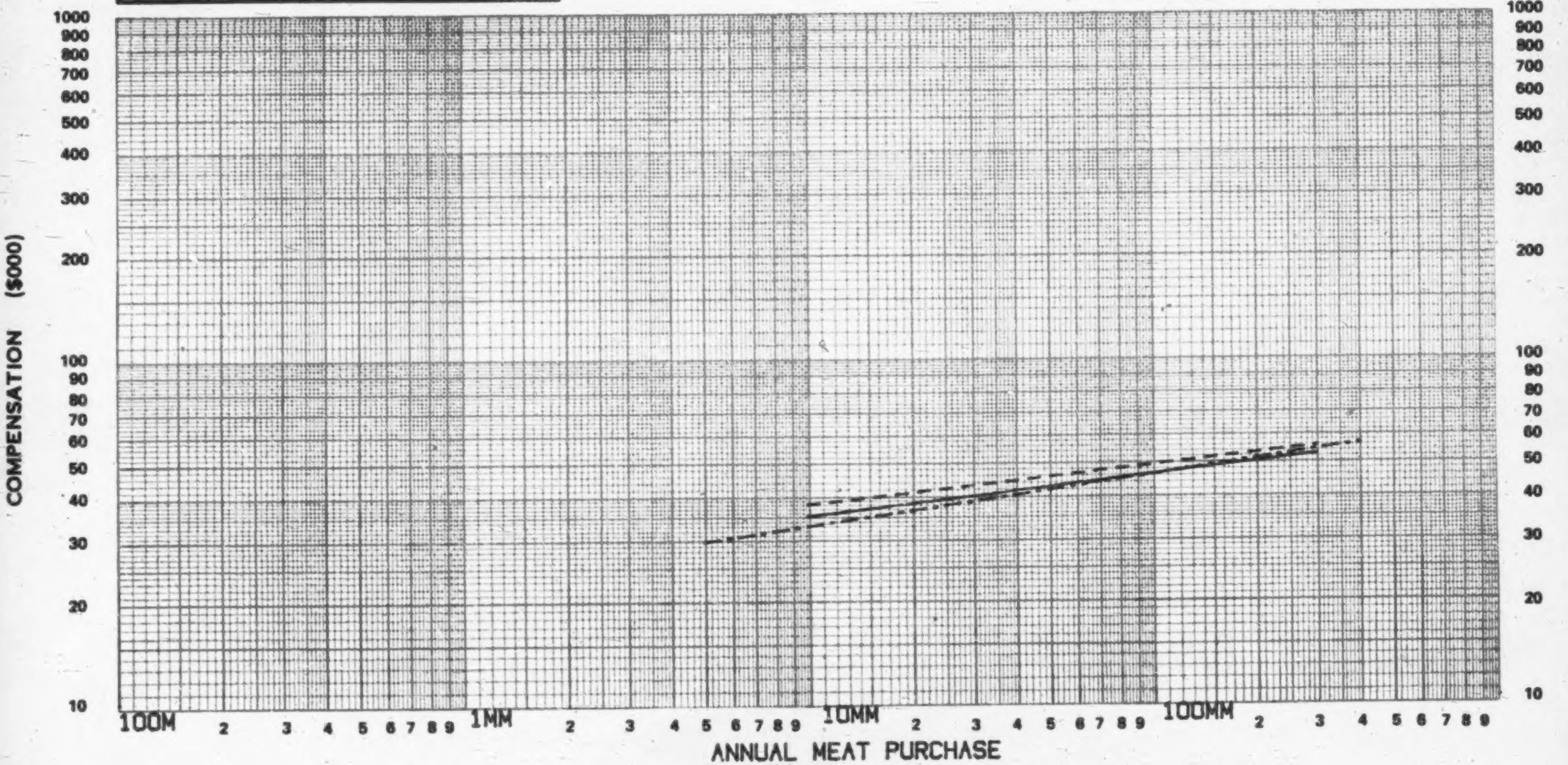
1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.21	1.19
Bonus Co's Total Comp	------	0.17	1.20
Nonbonus Co's Salary	–·–·–·	0.75	1.11



SURVEY POSITION #34 - MEAT BUYER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND ABOVE	ASST. V.P./DIR	$ 51.0	$ 0.0	$ 51.0				
	MANAGER	49.1	0.0	49.1		$ 36.6	$ 45.7	$ 54.9
	MANAGER				$ 48.7	35.2	45.8	56.2
		48.6	9.0	57.6				
	ASST. V.P./DIR	48.5	5.8	54.3		37.3	45.4	53.4
	REG. V.P./MGR.	47.1	9.0	56.1		37.8	47.7	57.7
	VICE PRESIDENT				45.1	33.2	42.3	51.5
	MANAGER	44.6	4.4	49.0		42.2	51.4	60.6
	ASST. V.P./DIR				44.4	33.1	40.6	48.0
	MANAGER	43.9	7.4	51.3		35.0	43.8	52.5
	ASST. V.P./DIR	43.6	2.3	45.9				
					43.4			
	SENIOR V.P.				42.0			
	MANAGER	38.7	5.0	43.7		34.9	43.6	52.3
	ASST. V.P./DIR	37.7	1.4	39.1				
	VICE PRESIDENT	37.4	0.0	37.4				
	GROUP EXEC.				37.0	30.3	37.0	43.7
	MANAGER	35.5	7.6	43.1		27.4	34.3	41.2
	ASST. V.P./DIR				31.5	27.8	34.1	40.3
	NO IN POSITION: 53							
$ 57.5	WEIGHTED GROUP AVG:	$ 44.7	$ 5.8	$ 50.5	$ 41.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 AND BELOW	SENIOR V.P.	$ 50.0	$ 2.5	$ 52.5				
	MANAGER	42.7	8.2	50.9		$ 39.8	$ 48.4	$ 57.0
	MANAGER	40.7	0.0	40.7		33.1	41.4	49.7
	VICE PRESIDENT	38.5	4.6	43.1				
	MANAGER				$ 37.3	23.4	30.3	34.8
	VICE PRESIDENT				34.4			
	ASST. V.P./DIR				34.0			
	ASST. V.P./DIR	33.3	1.0	34.3				
	ASST. V.P./DIR	32.2	0.6	32.8				
	MANAGER	29.8	2.4	32.2				
	NO IN POSITION: 22							
$ 17.9	WEIGHTED GROUP AVG:	$ 38.1	$ 3.9	$ 42.0	$ 35.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	ASST. V.P./DIR	$ 64.6	$ 5.0	$ 69.6		$ 43.5	$ 54.4	$ 65.2
REPORTED	ASST. V.P./DIR	50.4	3.6	54.0				
	MANAGER				$ 48.7	37.1	45.5	53.8
	MANAGER	42.5	1.8	44.3		34.6	46.1	57.6
	ASST. V.P./DIR				42.3			
	MANAGER	42.0	5.6	47.6		36.0	42.0	47.0
	VICE PRESIDENT				41.2	32.2	41.9	51.6
	VICE PRESIDENT				39.0	30.0	38.0	46.0
	ASST. V.P./DIR	38.2	4.6	42.8		23.9	29.4	34.9
	MANAGER				37.7	29.7	39.6	49.5
	MANAGER				37.1	30.9	38.6	46.3
	MANAGER	36.6	4.1	40.7		33.7	42.1	50.5
	VICE PRESIDENT	36.2	1.9	38.1		26.2	32.5	39.2
	GROUP EXEC.	33.2	1.3	34.5		26.5	31.7	37.2
					31.0			
					30.2			
		28.5	2.0	30.5				
	NO IN POSITION: 45							
	WEIGHTED GROUP AVG:	$ 40.8	$ 3.0	$ 43.8	$ 38.0			
	NO IN POSITION: 120							
$ 45.9	POSITION AVERAGE:	$ 42.2	$ 4.5	$ 46.7	$ 38.8			

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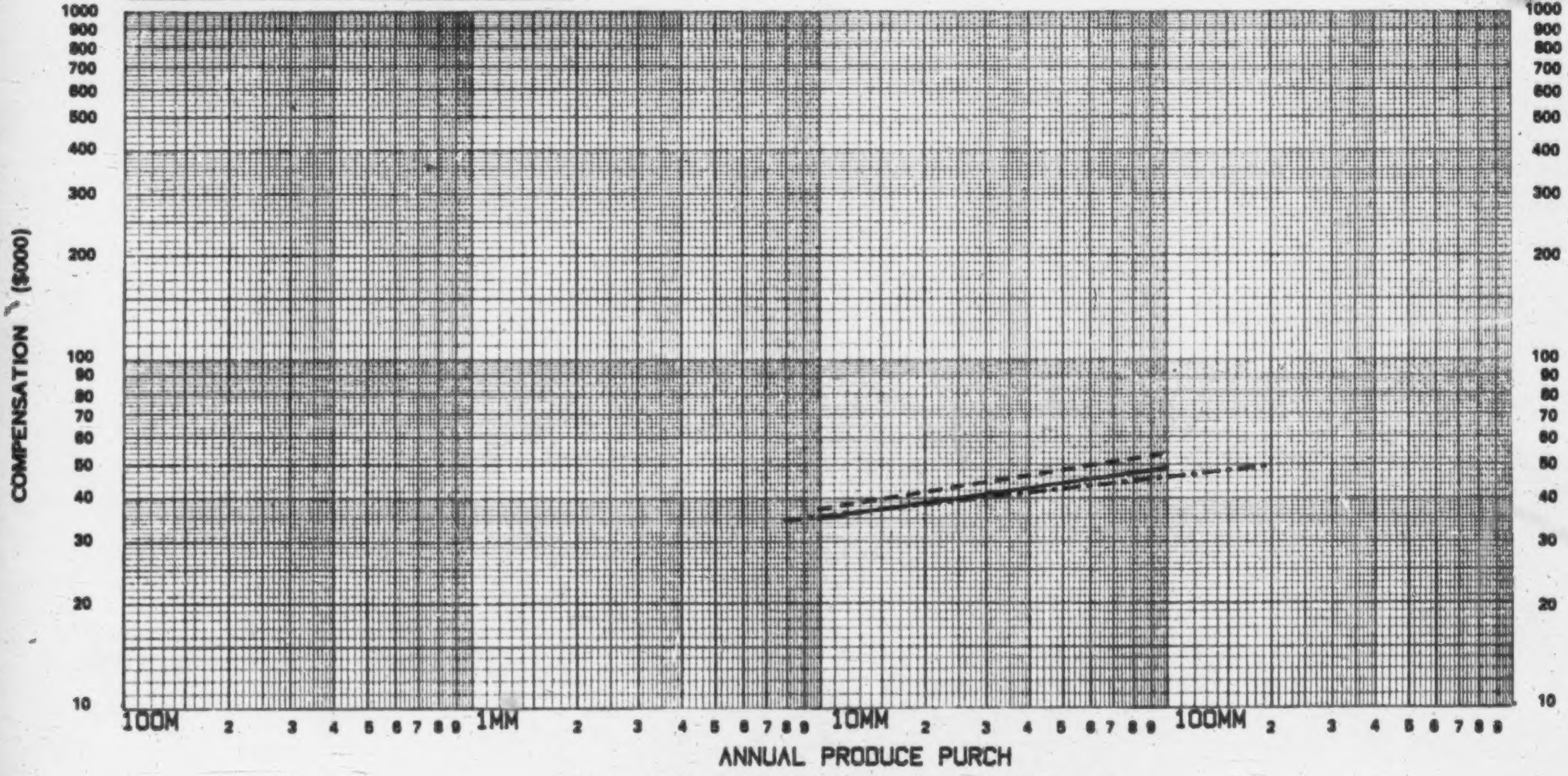
1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.14
Bonus Co's Total Comp	------	0.35	1.16
Nonbonus Co's Salary	-.-.-.	0.28	1.14



SURVEY POSITION #35 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0	MANAGER				$ 45.7	$ 33.1	$ 43.1	$ 52.9
AND ABOVE	MANAGER	$ 44.8	$ 0.0	$ 44.8		36.6	45.7	54.9
	ASST. V.P./DIR	41.9	1.4	43.3				
	NO IN POSITION: 4							
$ 152.9	WEIGHTED GROUP AVG:	$ 43.8	$ 0.5	$ 44.3	$ 45.7			
$99.9	SENIOR V.P.	$ 62.4	$ 1.4	$ 63.8				
AND BELOW	ASST. V.P./DIR	44.0	4.9	48.9		$ 37.3	$ 45.4	$ 53.4
					$ 41.6			
	ASST. V.P./DIR	39.8	2.8	42.6				
	VICE PRESIDENT				39.6	34.6	42.4	50.2
	VICE PRESIDENT	35.5	0.0	35.5				
	ASST. V.P./DIR				35.4			
	MANAGER	34.5	6.0	40.5		27.4	34.3	41.2
	ASST. V.P./DIR	34.1	1.0	35.1				
	MANAGER	32.6	3.7	36.3				
	MANAGER				29.1	23.4	30.3	34.8
	NO IN POSITION: 11							
$ 37.6	WEIGHTED GROUP AVG:	$ 40.4	$ 2.8	$ 43.2	$ 36.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 66.6	$ 6.0	$ 72.6		$ 47.8	$ 59.8	$ 71.8
	ASST. V.P./DIR				$ 49.3	33.2	42.3	51.5
	ASST. V.P./DIR				47.4			
	MANAGER	38.1	3.8	41.9		33.7	42.1	50.5
	VICE PRESIDENT				36.0	30.0	38.0	46.0
					33.3			
	VICE PRESIDENT				31.5			
	DIV. V.P./MGR.	25.6	3.6	29.2		21.0	24.9	28.8
					24.1			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 43.4	$ 4.5	$ 47.9	$ 36.9			
	NO IN POSITION: 24							
$ 68.3	POSITION AVERAGE:	$ 41.9	$ 2.7	$ 44.6	$ 37.5			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.53	1.10
Bonus Co's Total Comp ------	0.62	1.08
Nonbonus Co's Salary -.-.-.		

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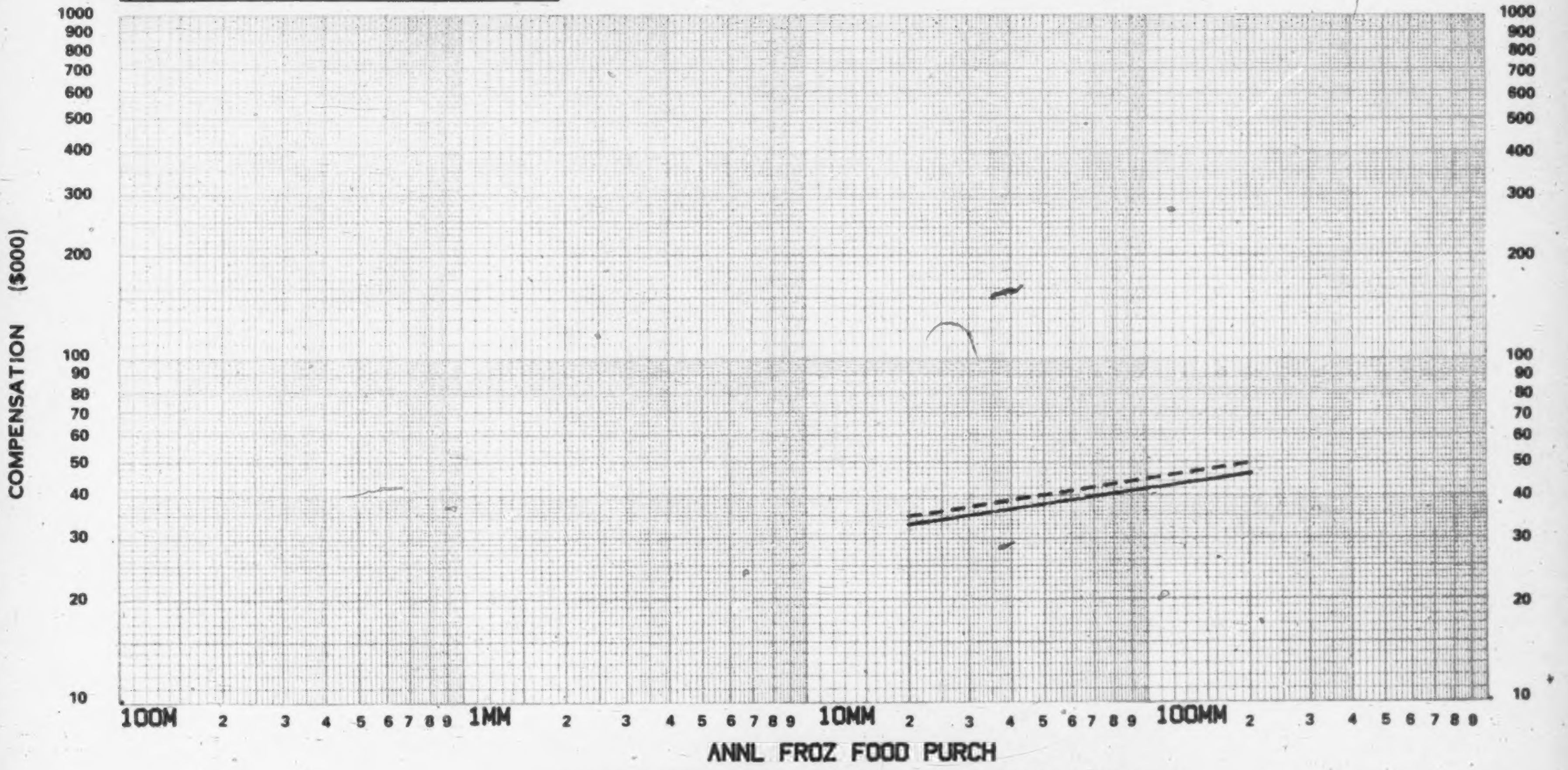


SURVEY POSITION #38 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$350.0	MANAGER				$ 47.1	$ 33.1	$ 43.1	$ 52.9
AND BELOW	MANAGER	$ 36.5	$ 7.5	$ 44.0		27.4	34.3	41.2
	ASST. V.P./DIR				36.2			
	MANAGER				33.5	23.4	30.3	34.8
	NO IN POSITION: 6							
$ 75.2	WEIGHTED GROUP AVG:	$ 36.5	$ 7.5	$ 44.0	$ 42.2			
NO SCOPE	ASST. V.P./DIR				$ 47.4			
REPORTED	MANAGER	$ 39.5	$ 3.2	$ 42.7		$ 33.7	$ 42.1	$ 50.5
	VICE PRESIDENT				38.4			
	VICE PRESIDENT				36.0	30.0	38.0	46.0
	ASST. V.P./DIR	34.9	5.3	40.2		26.2	33.8	41.3
					27.8			
	MANAGER	25.2	2.7	27.9		19.7	24.0	30.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 33.2	$ 3.7	$ 36.9	$ 37.4			
	NO IN POSITION: 13							
$ 75.2	POSITION AVERAGE:	$ 34.0	$ 4.7	$ 38.7	$ 40.1			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

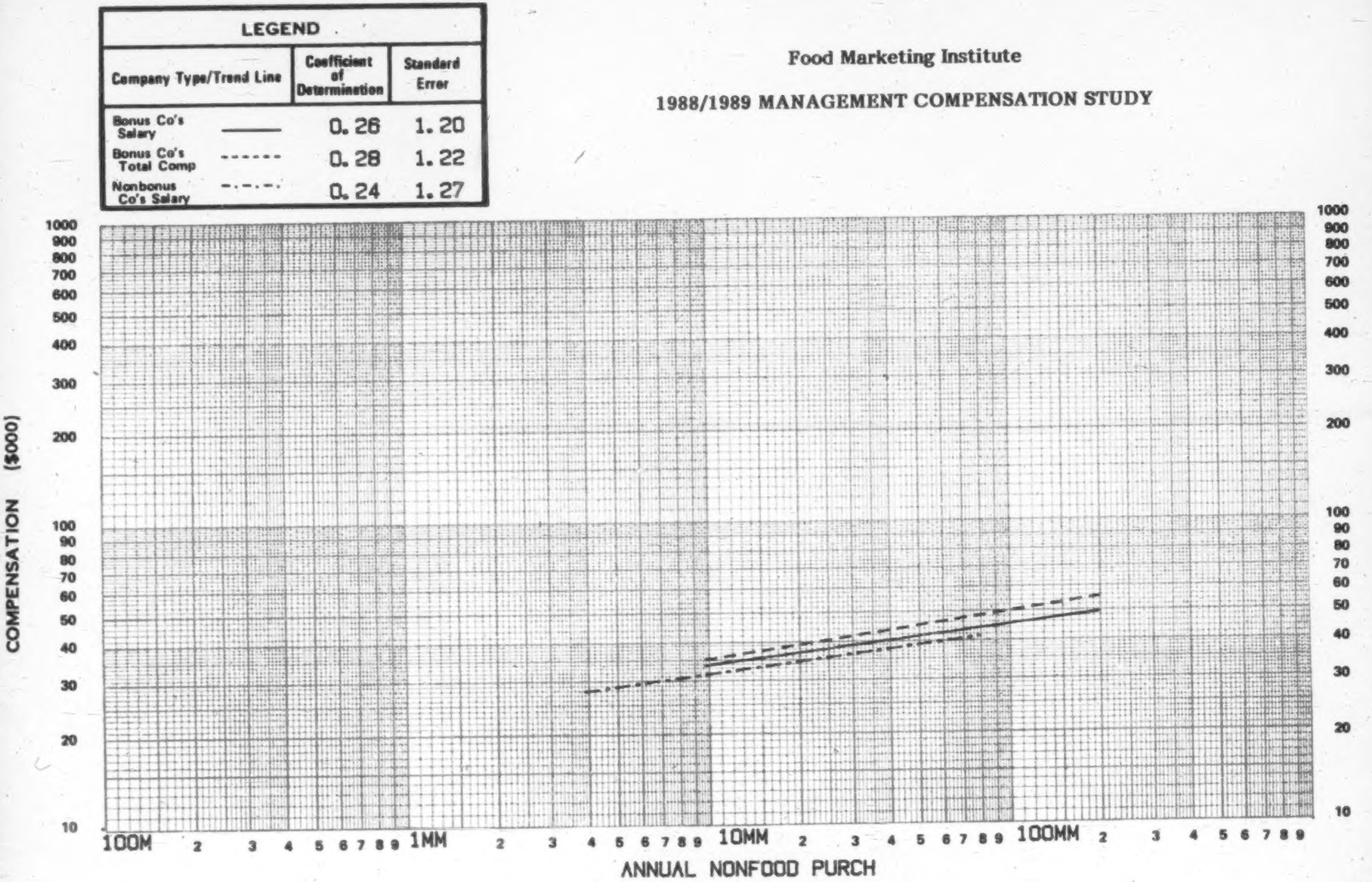
SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND ABOVE	MANAGER				$ 53.9	$ 35.2	$ 45.8	$ 56.2
	REG. V.P./MGR.	$ 50.5	$ 7.2	$ 57.7		37.8	47.7	57.7
	MANAGER	48.2	0.0	48.2		36.6	45.7	54.9
	MANAGER	47.2	8.5	55.7		47.6	58.3	69.0
	MANAGER	44.4	5.8	50.2		34.9	43.6	52.3
	ASST. V.P./DIR	43.7	5.2	48.9		37.3	45.4	53.4
	ASST. V.P./DIR	42.3	0.0	42.3				
	MANAGER	41.9	1.6	43.5		35.0	43.8	52.5
	MANAGER	31.5	6.5	38.0		27.4	34.3	41.2
	NO IN POSITION: 43							
$ 65.9	WEIGHTED GROUP AVG:	$ 45.9	$ 4.4	$ 50.3	$ 53.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9		$ 55.3	$ 9.0	$ 64.3				
AND BELOW	DIV. V.P./MGR.	46.3	25.7	72.0				
	ASST. V.P./DIR	45.3	4.8	50.1		$ 35.7	$ 42.0	$ 48.3
	DIV. V.P./MGR.				$ 42.2	38.9	47.6	56.3
	VICE PRESIDENT	38.1	4.3	42.4				
					37.7			
	CEO/PRESIDENT				37.2			
	ASST. V.P./DIR				36.9	31.0	38.0	45.0
	VICE PRESIDENT	36.5	0.0	36.5		30.7	38.4	46.0
	ASST. V.P./DIR	35.4	0.0	35.4				
	DIST.MANAGER	35.1	1.4	36.5				
	ASST. V.P./DIR	33.7	1.0	34.7				
	DIV. V.P./MGR.				33.1	27.3	33.5	39.6
	ASST. V.P./DIR				32.4			
	MANAGER	32.4	0.9	33.3				
	GROUP EXEC.	29.7	1.1	30.8				
	MANAGER				27.2	23.4	30.3	34.8
	VICE PRESIDENT				26.5			
	ASST. V.P./DIR	26.0	1.9	27.9				
	ASST. V.P./DIR				22.0			
	NO IN POSITION: 46							
$ 27.0	WEIGHTED GROUP AVG:	$ 41.1	$ 8.1	$ 49.2	$ 32.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	ASST. V.P./DIR	$ 48.4	$ 2.5	$ 50.9				
REPORTED	ASST. V.P./DIR	48.2	2.0	50.2				
	VICE PRESIDENT				$ 45.0	$ 35.5	$ 46.1	$ 56.7
	MANAGER				42.3	37.1	45.5	53.8
	ASST. V.P./DIR				42.0			
					39.8			
	ASST. V.P./DIR	39.4	1.4	40.8				
	MANAGER	38.1	5.4	43.5		30.0	39.0	45.1
	MANAGER				34.6	30.9	38.6	46.3
	VICE PRESIDENT				34.0	30.0	38.0	46.0
					33.8			
		31.5	1.7	33.2				
	DIV. V.P./MGR.	29.8	4.4	34.2		23.9	29.4	34.9
	NO IN POSITION: 27							
	WEIGHTED GROUP AVG:	$ 37.9	$ 3.4	$ 41.3	$ 38.3			
	NO IN POSITION: 116							
$ 45.8	POSITION AVERAGE:	$ 43.4	$ 5.5	$ 48.9	$ 37.1			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.26	1.20
Bonus Co's Total Comp	------	0.28	1.22
Nonbonus Co's Salary	-.-.-.	0.24	1.27

SURVEY POSITION #38 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	ASST. V.P./DIR				$ 53.3	$ 33.2	$ 42.3	$ 51.5
	DIV. V.P./MGR.				52.9	38.9	47.6	56.3
	MANAGER	$ 52.1	$ 0.0	$ 52.1		36.6	45.7	54.9
	ASST. V.P./DIR	48.7	0.0	48.7				
	ASST. V.P./DIR	44.3	5.2	49.5		37.3	45.4	53.4
	ASST. V.P./DIR	41.6	4.1	45.7		32.6	38.3	44.1
	ASST. V.P./DIR	41.2	1.7	42.9				
	MANAGER				34.0	23.4	30.3	34.8
	VICE PRESIDENT	33.5	3.0	36.5				
	ASST. V.P./DIR	31.5	0.0	31.5				
	NO IN POSITION: 16							
$ 70.9	WEIGHTED GROUP AVG:	$ 45.5	$ 1.1	$ 46.7	$ 48.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 42.8	$ 32.2	$ 41.9	$ 51.6
	ASST. V.P./DIR	$ 42.1	$ 4.1	$ 46.2		33.7	42.1	50.5
	MANAGER				41.1	30.9	38.6	46.3
	VICE PRESIDENT				41.0	30.0	38.0	46.0
	MANAGER	39.5	1.8	41.3		34.6	46.1	57.6
	ASST. V.P./DIR				38.2	34.5	41.4	48.3
					33.8			
	ASST. V.P./DIR	21.8	1.1	22.9		18.6	21.4	24.3
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 37.0	$ 2.6	$ 39.6	$ 40.4			
	NO IN POSITION: 28							
$ 70.9	POSITION AVERAGE:	$ 43.0	$ 1.6	$ 44.6	$ 43.2			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.	MANAGER	$ 44.9	$ 0.0	$ 44.9		$ 36.6	$ 45.7	$ 54.9
AND BELOW	ASST. V.P./DIR				$ 43.9	29.4	37.5	45.6
	VICE PRESIDENT	42.5	6.3	48.8				
	ASST. V.P./DIR	41.8	4.9	46.7		37.3	45.4	53.4
	MANAGER				41.8	30.5	39.7	48.8
	EXEC. V.P.				34.3			
	NO IN POSITION: 7							
$ 38.5	WEIGHTED GROUP AVG:	$ 43.5	$ 2.8	$ 46.3	$ 40.0			
NO SCOPE					$ 35.4			
REPORTED	MANAGER	$ 30.0	$ 5.0	$ 35.0		$ 26.0	$ 30.0	$ 35.0
	VICE PRESIDENT				28.0	30.0	38.0	46.0
	ASST. V.P./DIR	21.8	1.1	22.9		18.6	21.4	24.3
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 25.9	$ 3.1	$ 29.0	$ 31.7			
	NO IN POSITION: 11							
$ 38.5	POSITION AVERAGE:	$ 37.7	$ 2.8	$ 40.5	$ 36.7			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$220.0	$ 55.0	$275.0				
	C.O.O.	195.0	97.5	292.5				
	EXEC. V.P.	133.1	54.5	187.6				
	VICE PRESIDENT	132.3	37.9	170.2				
	SENIOR V.P.	107.0	11.1	118.1				
	EXEC. V.P.	105.0	0.0	105.0				
	CEO/PRESIDENT	102.9	75.0	177.9				
	C.O.O.				$100.5	$ 77.4	$ 96.7	$116.1
	CEO/PRESIDENT				90.0			
	VICE PRESIDENT	64.1	19.0	83.1		49.3	61.7	74.1
	NO IN POSITION: 22							
$11381.2	WEIGHTED GROUP AVG:	$ 96.5	$ 30.4	$126.9	$ 97.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1499.9	DIV. V.P./MGR.	$301.6	$114.1	$415.7				
TO	CEO/PRESIDENT				$226.2			
$750.0	CEO/PRESIDENT	148.5	57.1	205.6		$ 96.1	$120.2	$144.2
	CEO/PRESIDENT	140.0	85.0	225.0		100.1	125.1	150.1
	CEO/PRESIDENT	127.0	63.5	190.5		127.0	159.0	191.0
	CEO/PRESIDENT	110.0	19.5	129.5				
	C.O.O.	103.2	0.0	103.2		83.4	104.2	125.0
	CEO/PRESIDENT	100.0	24.9	124.9		94.0	100.0	125.0
	VICE PRESIDENT	72.0	5.0	77.0		54.0	68.0	82.0
	C.O.O.	70.0	4.5	74.5		74.3	95.5	116.7
	C.O.O.	67.9	17.4	85.3				
	CEO/PRESIDENT	66.5	6.4	72.9		63.6	77.9	92.2
	SENIOR V.P.	61.7	0.0	61.7		34.0	61.1	70.3
	NO IN POSITION: 16							
$ 1077.7	WEIGHTED GROUP AVG:	$107.9	$ 30.7	$138.6	$226.2			

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9	CEO/PRESIDENT	$102.8	$ 44.0	$146.8		$ 70.7	$ 92.0	$113.2
TO	C.O.O.	95.5	23.4	118.9		99.6	128.8	157.9
$250.0		91.7	16.9	108.6		88.1	110.2	132.2
	CEO/PRESIDENT	90.0	11.0	101.0				
	C.O.O.	84.0	25.0	109.0		60.2	75.3	90.4
	CEO/PRESIDENT	80.0	0.0	80.0				
	CEO/PRESIDENT	78.5	10.0	88.5				
	SENIOR V.P.	63.0	25.0	88.0				
	CEO/PRESIDENT	62.0	32.9	94.9		87.4	108.7	130.0
	C.O.O.	56.0	1.7	57.7				
	C.O.O.	50.2	11.4	61.6				
	NO IN POSITION: 11							
$ 481.3	WEIGHTED GROUP AVG:	$ 77.6	$ 18.3	$ 95.9				

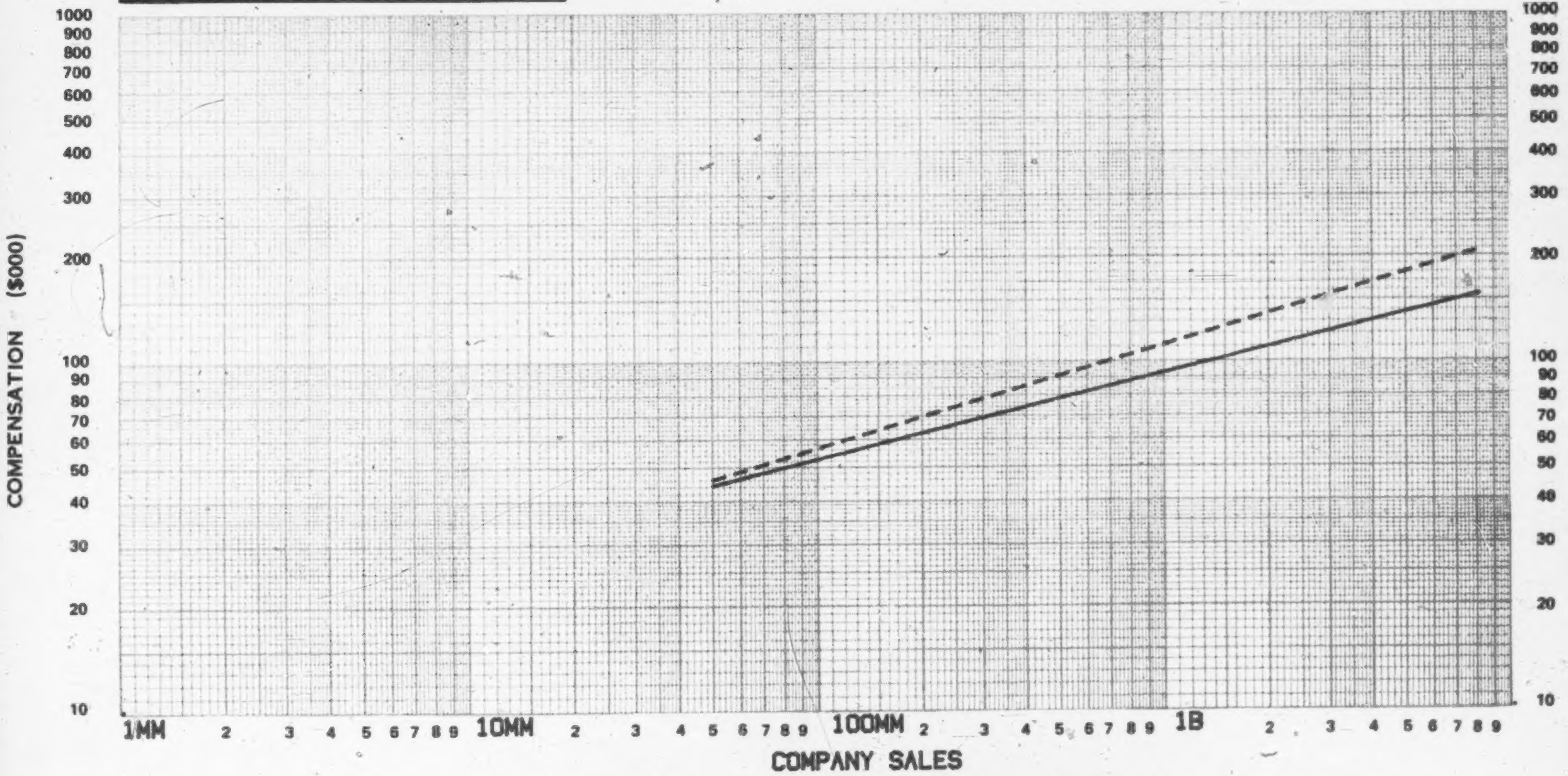
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$249.9 AND BELOW	C.O.O.	$120.0	$ 36.0	$156.0				
					$ 88.8			
	CEO/PRESIDENT	87.5	12.5	100.0				
	EXEC. V.P.	64.3	0.0	64.3				
		60.0	5.0	65.0				
	CEO/PRESIDENT	55.0	0.0	55.0		$ 44.0	$ 49.5	$ 55.0
	CEO/PRESIDENT	46.2	0.0	46.2				
	CEO/PRESIDENT	38.0	3.0	41.0				
	NO IN POSITION: 9							
$ 111.2	WEIGHTED GROUP AVG:	$ 63.6	$ 7.5	$ 71.1	$ 88.8			
	NO IN POSITION: 58							
$ 4722.8	POSITION AVERAGE:	$ 90.8	$ 24.6	$115.4	$121.2			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.63	1.25
Bonus Co's Total Comp	------	0.61	1.32
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #41 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0	VICE PRESIDENT	$ 71.7	$ 6.0	$ 77.7		$ 47.8	$ 59.8	$ 71.8
AND ABOVE	VICE PRESIDENT	60.0	8.0	68.0				
					$ 56.8			
	VICE PRESIDENT	51.5	0.0	51.5		30.5	41.3	47.5
	C.O.O.				47.7			
		43.3	2.7	46.0		33.8	41.8	49.8
	VICE PRESIDENT	43.0	2.5	45.5				
	GROUP EXEC.	40.3	5.6	45.9		33.8	39.8	45.5
	VICE PRESIDENT	40.0	0.0	40.0				
	DIV. V.P./MGR.				35.0	27.0	35.0	42.0
	ASST. V.P./DIR				35.0	31.0	38.0	45.0
	NO IN POSITION: 11							
$ 1326.6	WEIGHTED GROUP AVG:	$ 50.0	$ 3.5	$ 53.5	$ 43.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9 AND BELOW	VICE PRESIDENT	$ 75.0	$ 18.8	$ 93.8				
	VICE PRESIDENT				$ 50.4			
	GROUP EXEC.	48.0	3.5	51.5		$ 54.6	$ 68.3	$ 81.8
	VICE PRESIDENT	45.6	3.9	49.5		33.7	39.6	45.5
	SENIOR V.P.				38.0			
	ASST. V.P./DIR	37.9	5.4	43.3		25.0	31.7	38.4
	ASST. V.P./DIR	35.2	1.1	36.3				
	EXEC. V.P.				33.8			
	CEO/PRESIDENT	33.0	4.0	37.0				
	NO IN POSITION: 10							
$ 278.2	WEIGHTED GROUP AVG:	$ 44.3	$ 5.4	$ 49.7	$ 40.7			
	NO IN POSITION: 21							
$ 827.4	POSITION AVERAGE:	$ 47.1	$ 4.5	$ 51.6	$ 42.4			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.55	1.18
Bonus Co's Total Comp	------	0.44	1.20
Nonbonus Co's Salary	-·-·-·		

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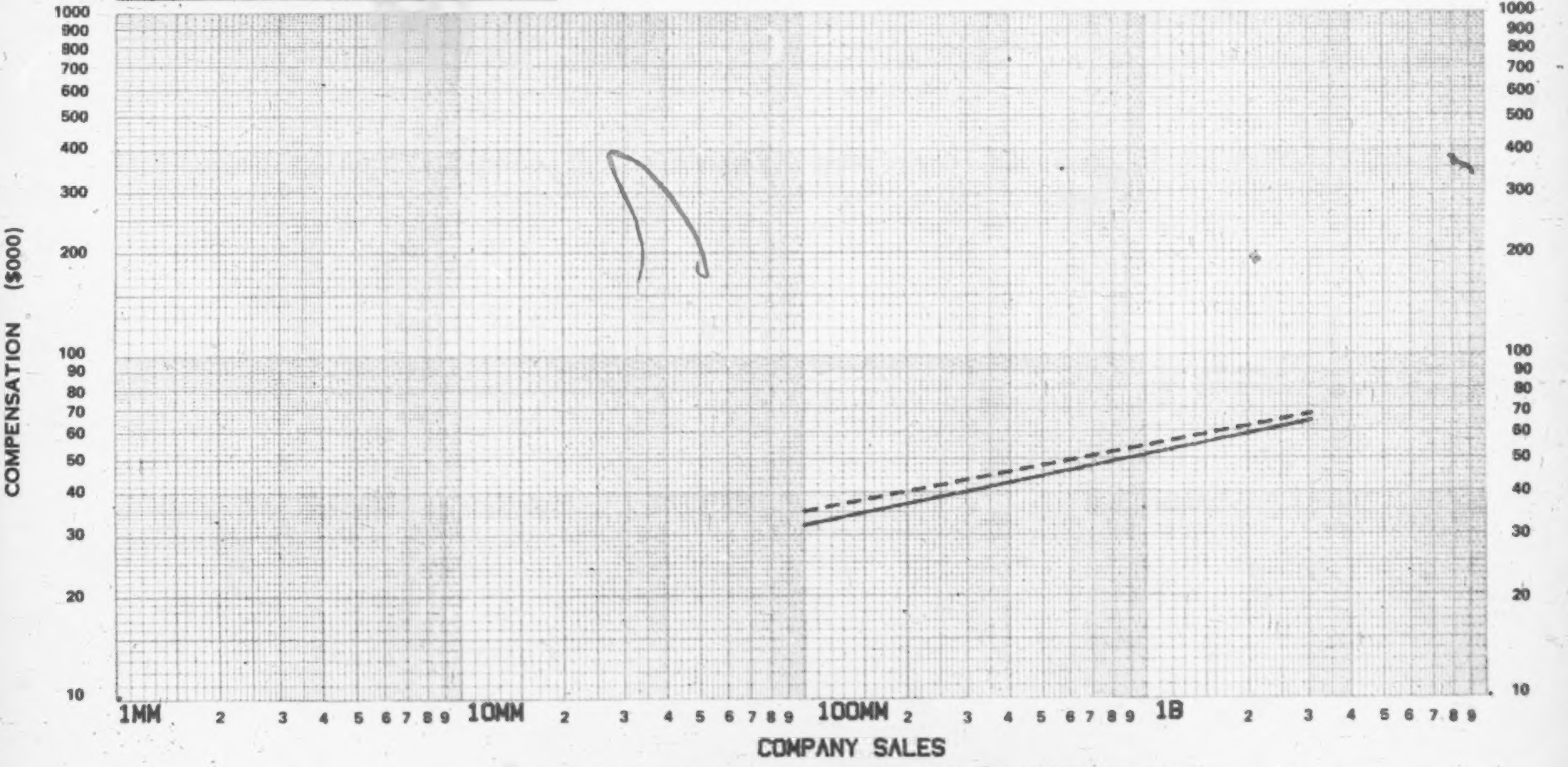
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

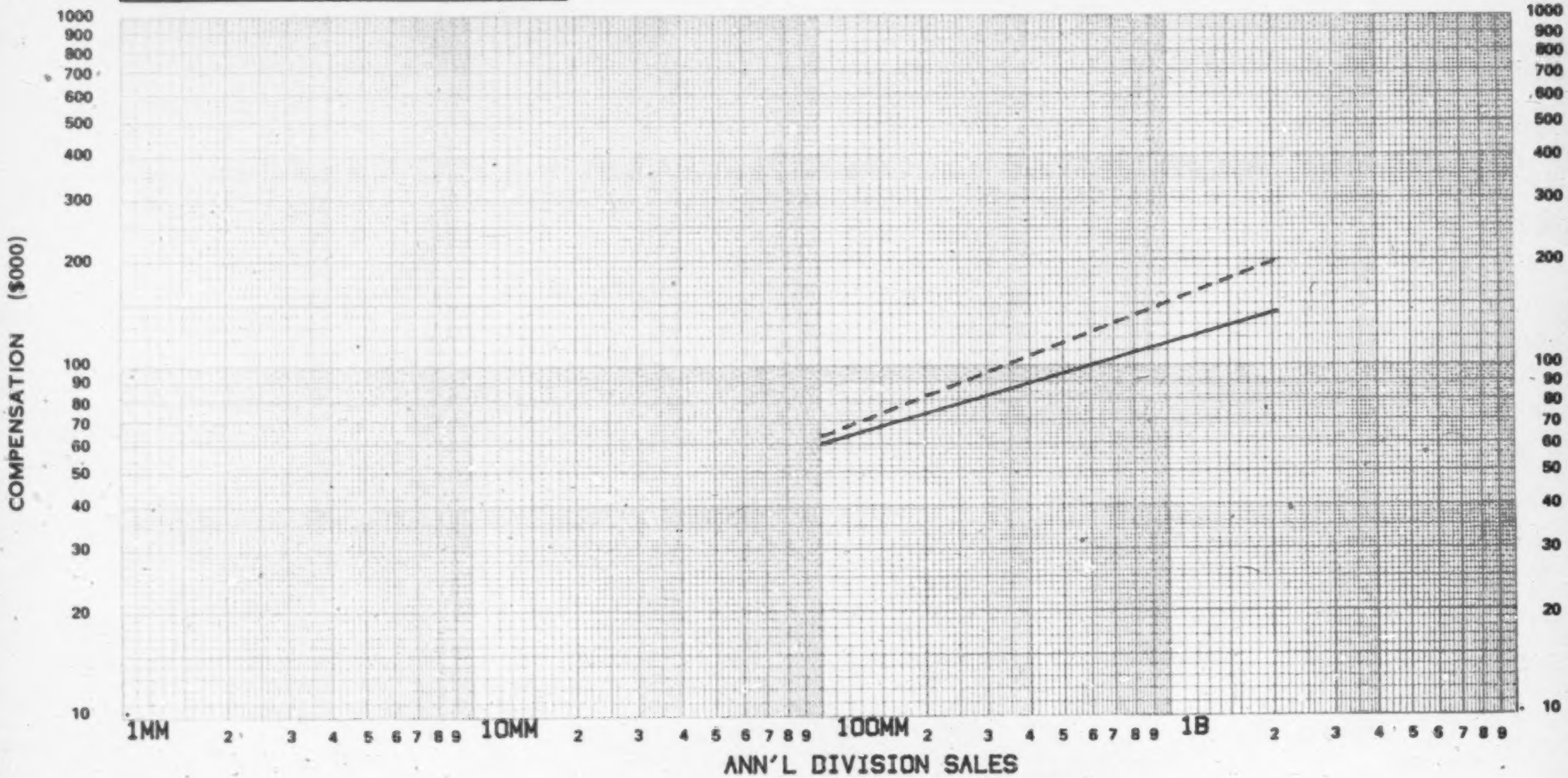
SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$500.0	C.O.O.	$165.0	$ 46.5	$211.5		$124.4	$152.1	$179.8
AND ABOVE	SENIOR V.P.	151.4	107.9	259.3		111.7	139.6	167.5
	EXEC. V.P.	133.0	69.7	202.7				
	C.O.O.	132.5	13.5	146.0		112.3	140.9	169.6
	CEO/PRESIDENT	110.0	6.3	116.3				
	C.O.O.	90.1	29.6	119.7		99.4	128.5	157.6
	EXEC. V.P.	88.0	36.6	124.6		54.1	71.7	89.3
		86.2	25.8	112.0		87.2	112.8	138.6
	CEO/PRESIDENT	76.1	23.7	99.8		78.0	98.0	118.0
	NO IN POSITION:	24						
$ 990.4	WEIGHTED GROUP AVG:	$129.3	$ 64.7	$194.0				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$499.9 AND BELOW	C.O.O.	$133.0	$ 7.4	$140.4		$ 93.4	$114.3	$135.2
	BOARD OF DIR.	130.4	67.6	198.0				
	CEO/PRESIDENT	123.0	0.0	123.0				
	C.O.O.	105.5	42.3	147.8		99.6	128.8	157.9
	CEO/PRESIDENT				$102.1	71.1	88.9	106.7
	REG. V.P./MGR.	81.4	17.9	99.3		66.0	88.0	110.0
	C.O.O.	77.9	27.1	105.0		87.2	112.8	138.6
	C.O.O.				75.2	87.8	109.7	131.6
	CEO/PRESIDENT	72.0	0.0	72.0		73.8	90.4	107.0
	EXEC. V.P.	69.2	25.2	94.4		72.6	90.7	108.8
		65.0	10.5	75.5		67.2	84.0	100.9
	SENIOR V.P.	63.0	23.0	86.0				
	SENIOR V.P.	43.0	0.0	43.0				
	NO IN POSITION: 34							
$ 311.1	WEIGHTED GROUP AVG:	$ 84.5	$ 17.8	$102.3	$ 86.0			
NO SCOPE REPORTED	GROUP EXEC.	$250.0	$ 96.4	$346.4				
					$176.0			
	C.O.O.	124.6	126.9	251.5				
	VICE PRESIDENT	51.4	8.2	59.6		$ 46.0	$ 50.4	$ 54.9
	NO IN POSITION: 32							
	WEIGHTED GROUP AVG:	$ 68.9	$ 21.6	$ 90.5	$176.0			
	NO IN POSITION: 90							
$ 592.2	POSITION AVERAGE:	$ 91.6	$ 32.6	$124.2	$101.0			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.33	1.29
Bonus Co's Total Comp	------	0.58	1.23
Nonbonus Co's Salary	–·–·–·		



SURVEY POSITION #43 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	SENIOR V.P.				$ 60.9	$ 47.2	$ 61.4	$ 75.5
	VICE PRESIDENT				58.1	49.9	62.4	74.9
	VICE PRESIDENT				56.0	37.3	45.7	54.1
	VICE PRESIDENT				49.0	33.0	42.0	51.0
		$ 48.0	$ 1.1	$ 49.1		39.2	48.8	58.4
					48.0			
	ASST. V.P./DIR	47.2	4.8	52.0		38.7	51.6	64.5
	ASST. V.P./DIR	46.7	12.3	59.0		34.2	42.8	51.4
	VICE PRESIDENT				46.1	37.6	45.4	53.1
	ASST. V.P./DIR				46.1	34.8	43.5	52.2
					42.5			
	MANAGER				42.5	39.8	48.4	56.9
	ASST. V.P./DIR	41.2	0.0	41.2		33.1	41.4	49.7
	ASST. V.P./DIR	40.5	5.3	45.8		33.9	42.4	50.9
	MANAGER				40.3	29.4	37.5	45.6
	MANAGER				37.9	31.0	38.0	45.0
	VICE PRESIDENT	36.5	2.5	39.0				
	ASST. V.P./DIR	35.8	0.0	35.8		26.9	36.6	42.1
	MANAGER				33.5			
	ASST. V.P./DIR				31.2			
	ASST. V.P./DIR				31.2	24.9	31.2	37.4
	VICE PRESIDENT	30.4	1.2	31.6		26.0	31.7	37.2
	MANAGER				30.0	25.5	33.9	42.5
	NO IN POSITION: 33							
$ 4791.0	WEIGHTED GROUP AVG:	$ 40.8	$ 3.4	$ 44.2	$ 38.1			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

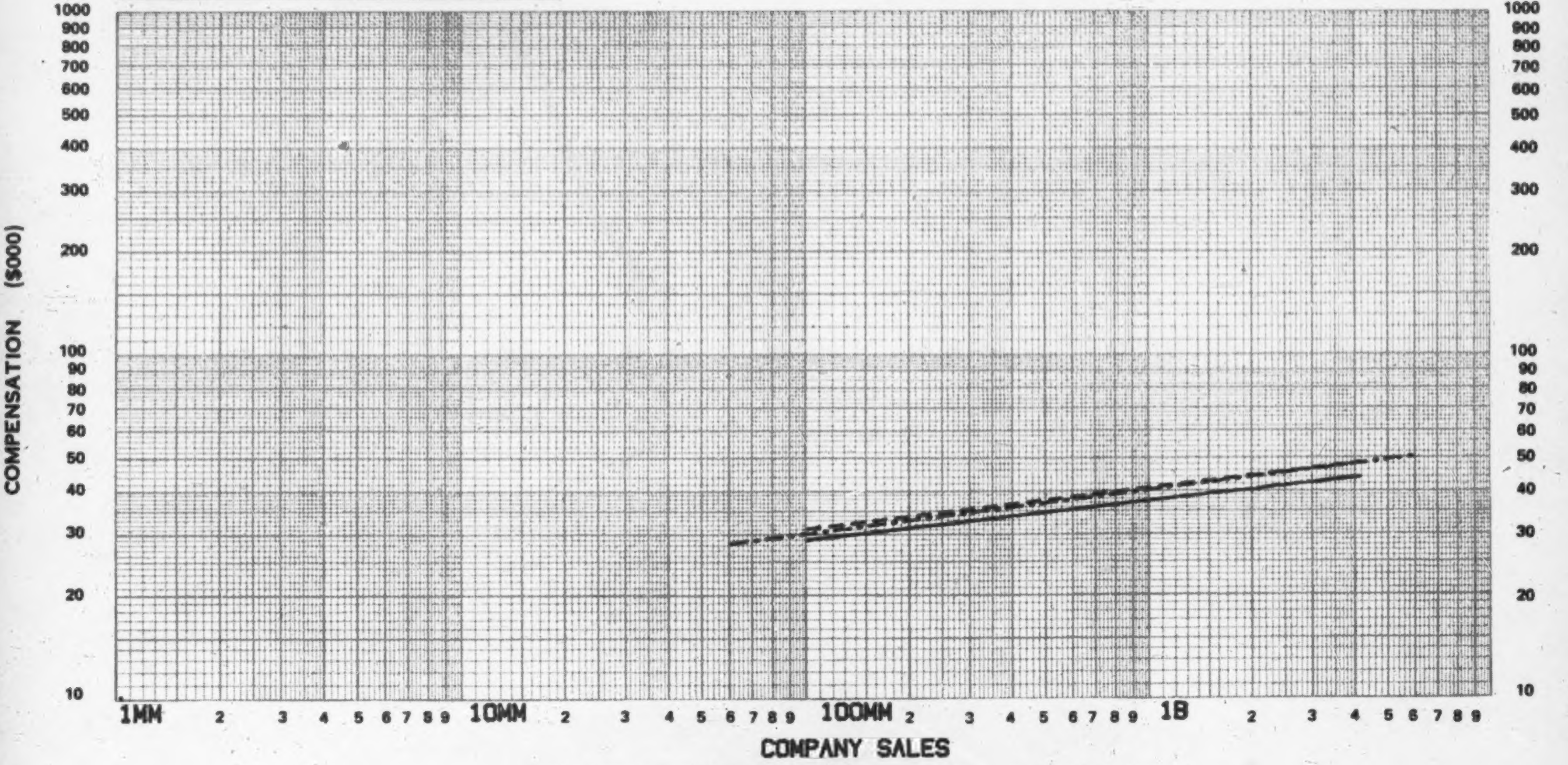
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	C.O.O.	$ 46.8	$ 2.3	$ 49.1				
AND BELOW	VICE PRESIDENT				$ 41.7	$ 35.3	$ 42.6	$ 49.8
					39.3			
	EXEC. V.P.				36.6			
		35.8	3.4	39.2		34.1	42.7	51.2
	GROUP EXEC.	35.0	2.5	37.5				
	C.O.O.	35.0	0.0	35.0		30.0	34.0	38.0
	SENIOR V.P.				34.3			
	SENIOR V.P.	33.0	7.0	40.0				
					32.7			
					32.5			
	C.O.O.	31.9	0.6	32.5		31.4	36.9	42.4
	VICE PRESIDENT	31.0	5.0	36.0		23.9	29.4	34.9
					29.4			
					28.6			
	EXEC. V.P.				28.5			
	ASST. V.P./DIR				28.1			
	ASST. V.P./DIR	27.3	2.9	30.2				
		25.5	1.0	26.5				
		20.8	5.0	25.8				
	VICE PRESIDENT				15.1			
	NO IN POSITION: 21							
$ 321.4	WEIGHTED GROUP AVG:	$ 32.2	$ 3.0	$ 35.2	$ 31.5			
	NO IN POSITION: 54							
$ 3052.8	POSITION AVERAGE:	$ 36.0	$ 3.2	$ 39.2	$ 36.1			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.18	1.24
Bonus Co's Total Comp	------	0.21	1.23
Nonbonus Co's Salary	-.-.-.	0.48	1.19



SURVEY POSITION #44 - SCANNING COORDINATOR

FOOD MARKETING INSTITUTE

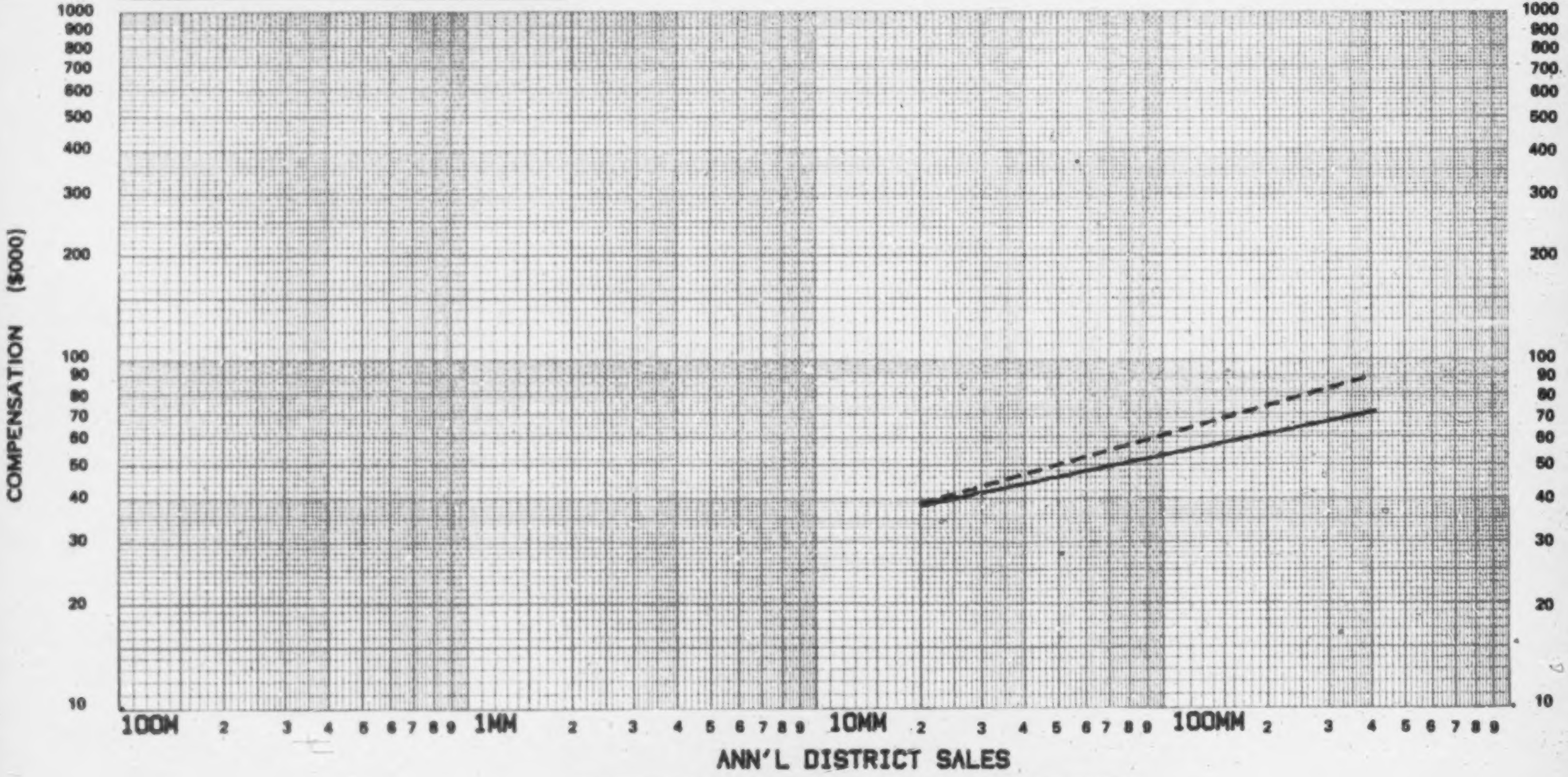
1988-1989 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION 45: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
Range	Weighted Group Average	Salary	Bonus	Total Compensation		
$250.0 and Above	$299.6	$64.4	$16.7	$81.1	--	39
249.9 to 225.0	236.8	66.2	19.8	86.0	$91.8	89
224.9 to 200.0	207.4	61.1	8.1	69.2	--	23
199.9 to 175.0	184.1	62.3	19.1	81.4	--	41
174.9 to 150.0	166.0	66.6	9.1	75.7	--	57
149.9 to 100.0	130.4	57.3	10.3	67.6	--	52
99.9 to 75.0	86.9	50.8	9.7	60.5	--	60
74.9 and Below	41.7	59.7	13.9	73.6	48.8	57
NO SCOPE REPORTED		44.6	5.7	50.3	63.5	210
POSITION AVERAGE	**$164.9**	**$55.6**	**$11.1**	**$66.7**	**$56.4**	**628**

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.42	1.18
Bonus Co's Total Comp	- - - - - -	0.43	1.25
Nonbonus Co's Salary	–·–·–·		



SURVEY POSITION #45 - DISTRICT MANAGER

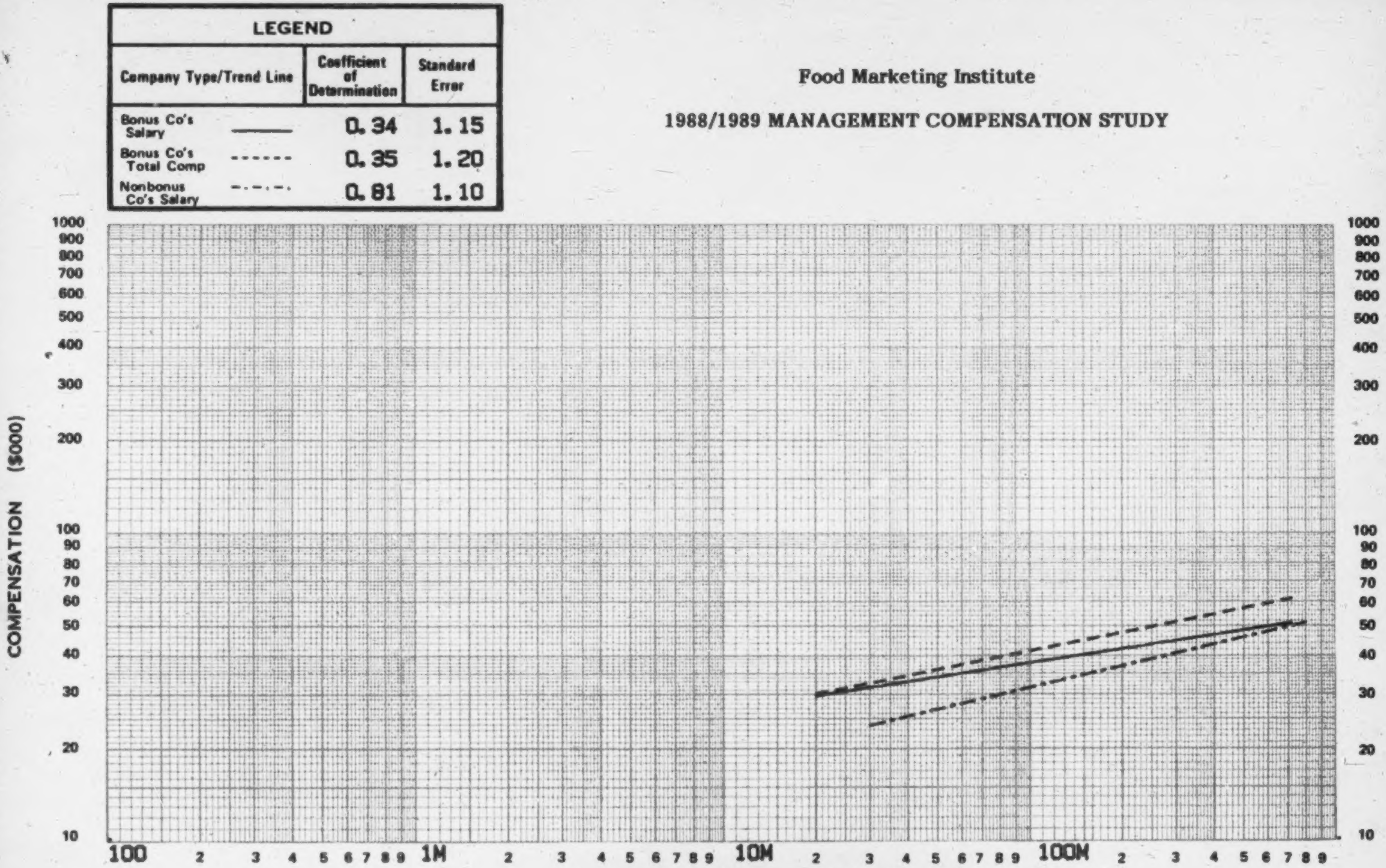
FOOD MARKETING INSTITUTE

1988-1989 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION 46: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$434.3	$49.3	$11.2	$60.5	$50.4	1,307
299.9 to 200.0	245.8	44.1	9.2	53.3	36.9	831
199.9 to 150.0	177.2	40.9	5.4	46.3	34.7	794
149.9 to 75.0	114.7	37.7	4.1	41.8	32.0	898
74.9 to 50.0	63.3	36.7	4.1	40.8	27.6	106
49.9 and Below	37.6	32.1	3.5	35.6	26.2	46
NO SCOPE REPORTED		47.5	9.3	56.8	31.8	2,724
POSITION AVERAGE	**$257.2**	**$44.9**	**$ 8.4**	**$53.3**	**$32.8**	**6,706**



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.34	1.15
Bonus Co's Total Comp	------	0.35	1.20
Nonbonus Co's Salary	-·-·-·	0.81	1.10

SURVEY POSITION #48 - STORE MANAGER

FOOD MARKETING INSTITUTE

1988-1989 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION 47: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

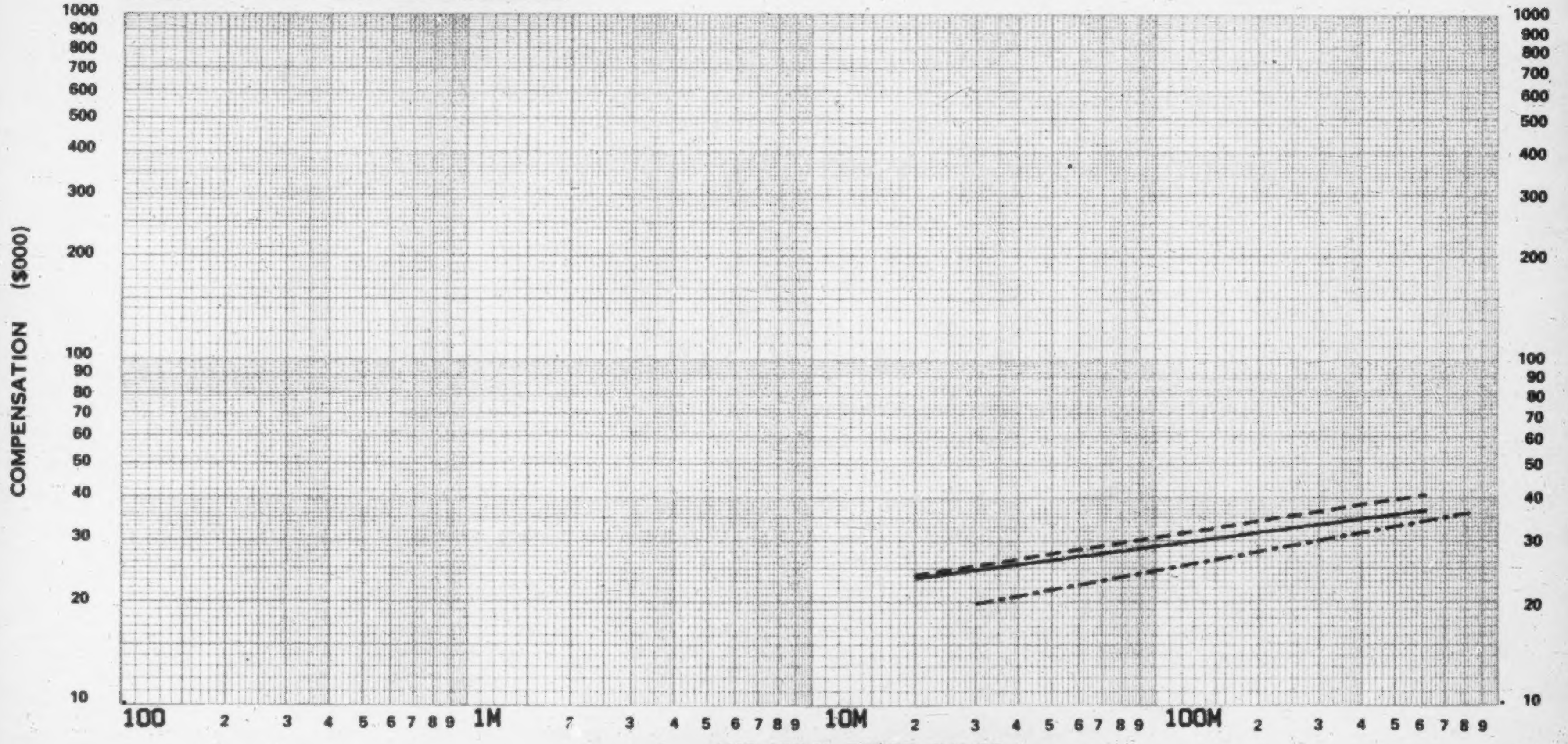
SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$450.0 and Above	$543.5	$35.8	$ 2.6	$38.4	$31.2	262
449.9 to 350.0	418.8	35.9	6.5	42.4	42.4	474
349.9 to 250.0	294.4	37.8	2.2	40.0	43.7	494
249.9 to 200.0	236.2	31.4	3.3	34.7	28.4	299
199.9 to 150.0	179.8	30.1	2.3	32.4	30.3	465
149.9 to 100.0	122.3	29.3	1.9	31.2	25.0	489
99.9 and Below	60.0	28.5	1.3	29.8	21.6	405
NO SCOPE REPORTED		35.8	2.4	38.2	27.5	1,399
POSITION AVERAGE	**$250.9**	**$33.7**	**$ 2.8**	**$36.5**	**$29.4**	**4,287**

NOTE: Only five companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.27	1.15
Bonus Co's Total Comp ------	0.28	1.18
Nonbonus Co's Salary -.-.-.	0.37	1.19



SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

FOOD MARKETING INSTITUTE

1988-1989 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION 48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 and Above	$ 63.1	$32.8	$ 2.3	$35.1	$32.4	439
49.9 to 35.0	41.4	32.2	2.3	34.5	31.6	320
34.9 to 25.0	29.2	29.9	1.9	31.8	31.6	561
24.9 to 15.0	20.5	30.9	1.6	32.5	26.5	550
14.9 and Below	11.5	27.2	0.8	28.0	24.4	161
NO SCOPE REPORTED		31.0	2.0	33.0	25.2	1,395
POSITION AVERAGE	**$ 34.7**	**$30.9**	**$ 1.9**	**$32.8**	**$27.6**	**3,426**

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 250 - 255) and those who are nonunion (pages 256 - 263).

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.12	1.17
Bonus Co's Total Comp	------	0.14	1.19
Nonbonus Co's Salary	-.-.-.	0.16	1.15

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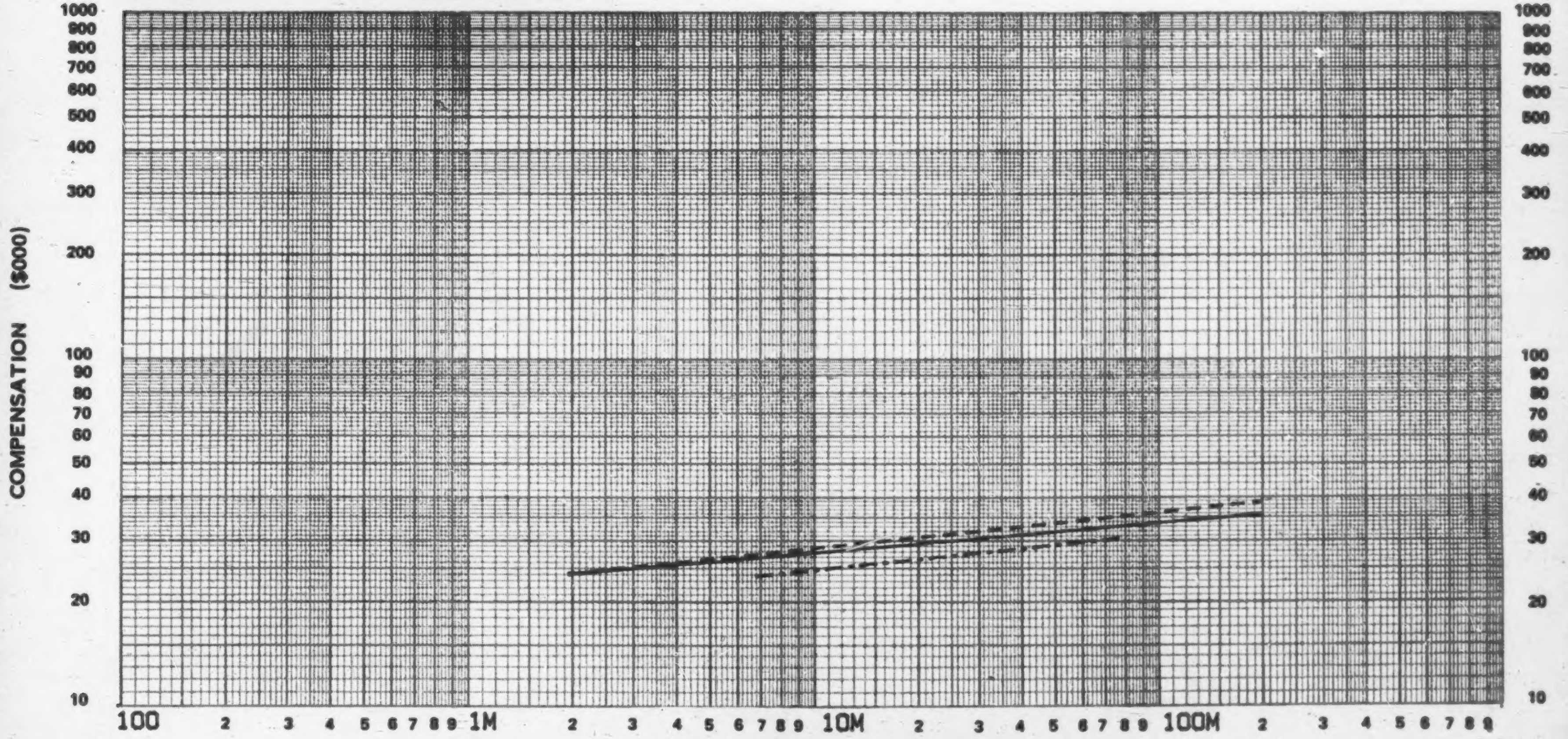
1988/1989 MANAGEMENT COMPENSATION STUDY



AVG WKLY MEAT SALES

SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 40.0	$ 3.0	$ 43.0					5.0		44.0	5.0	E	G
AND ABOVE				$ 36.6									
				34.0									
				33.7				6.0		48.0	49.0	F	F
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	32.3	0.6	32.9										
				32.2				5.5	1.0	40.0	15.0	E	E
				27.5				5.0		40.0		E	E
				27.1				5.0	1.0	40.0	3.0	E	E
				22.7				5.0		41.0	6.0	E	F
				21.9	$ 20.8	$ 22.1	$ 23.4	5.0	2.0	40.0			E
NO. IN POS: 241													
$ 60.2 WT'D AVG:	$ 34.8	$ 1.9	$ 36.7	$ 32.5									
$49.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	E
TO	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
$35.0				$ 36.6									
				33.7				5.0		44.0	26.0	F	F
				33.7				5.0		44.0	26.0	F	F
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
				32.5				5.0		44.0	13.0	D	E
	32.3	0.6	32.9										
				27.1				5.0	1.0	40.0	3.0	E	E
				26.7				5.0		40.0		E	E
				25.1				5.0		40.0		E	E
				23.2	$ 20.8	$ 22.1	$ 23.4	5.0	2.0	40.0			E
NO. IN POS: 79													
$ 42.8 WT'D AVG:	$ 33.9	$ 2.2	$ 36.1	$ 30.7									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$34.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	E
TO	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
$25.0				$ 36.6									
				35.0				5.3		43.0		E	E
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
				28.1				5.0		40.0		E	E
				27.1				5.0	1.0	40.0	3.0	E	E
				24.7				5.0		40.0		E	E
				23.5	$ 20.8	$ 22.1	$ 23.4	5.0	2.0	40.0			E
NO. IN POS: 216													
$ 29.0 WT'D AVG:	$ 34.3	$ 2.5	$ 36.8	$ 32.3									
$24.9	$ 37.7	$ 2.1	$ 39.8					6.0	1.0	48.0	52.0	E	F
TO	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
$15.0				$ 36.6									
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
				28.6				5.0		40.0		E	E
	28.5	2.7	31.2		$ 21.2	$ 28.5	$ 32.1	5.5	1.5	44.0	12.0	B	A
	27.8	0.0	27.8		14.5	20.7	27.7	5.0		40.0		E	E
	27.2	0.0	27.2		12.8	21.7	27.2	5.0		40.0		E	E
				26.8				5.0	1.0	40.0	3.0	E	E
				24.1				5.0		40.0		E	E
	23.4	0.0	23.4		17.1	20.6	23.3	5.0		40.0		E	E
	23.4	0.0	23.4		13.1	19.7	23.4	5.0		40.0		E	E
				23.3	20.8	22.1	23.4	5.0	2.0	40.0			E
NO. IN POS: 247													
$ 19.9 WT'D AVG:	$ 34.0	$ 2.2	$ 36.2	$ 26.4									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	
AND BELOW	33.0	2.1	35.1					5.0		48.0	40.0	A	A
				$ 29.0				5.0		40.0		E	E
	27.8	0.0	27.8		$ 16.2	$ 20.2	$ 27.8	5.0		40.0		E	E
	27.2	0.0	27.2		12.8	21.7	27.2	5.0		40.0		E	E
				26.8				5.0	1.0	40.0	3.0	E	F
				24.1	20.8	22.1	23.4	5.0	2.0	40.0			E
				23.0				5.0		40.0		E	E
NO. IN POS: 57													
$ 10.4 WT'D AVG:	$ 32.1	$ 1.7	$ 33.8	$ 24.8									

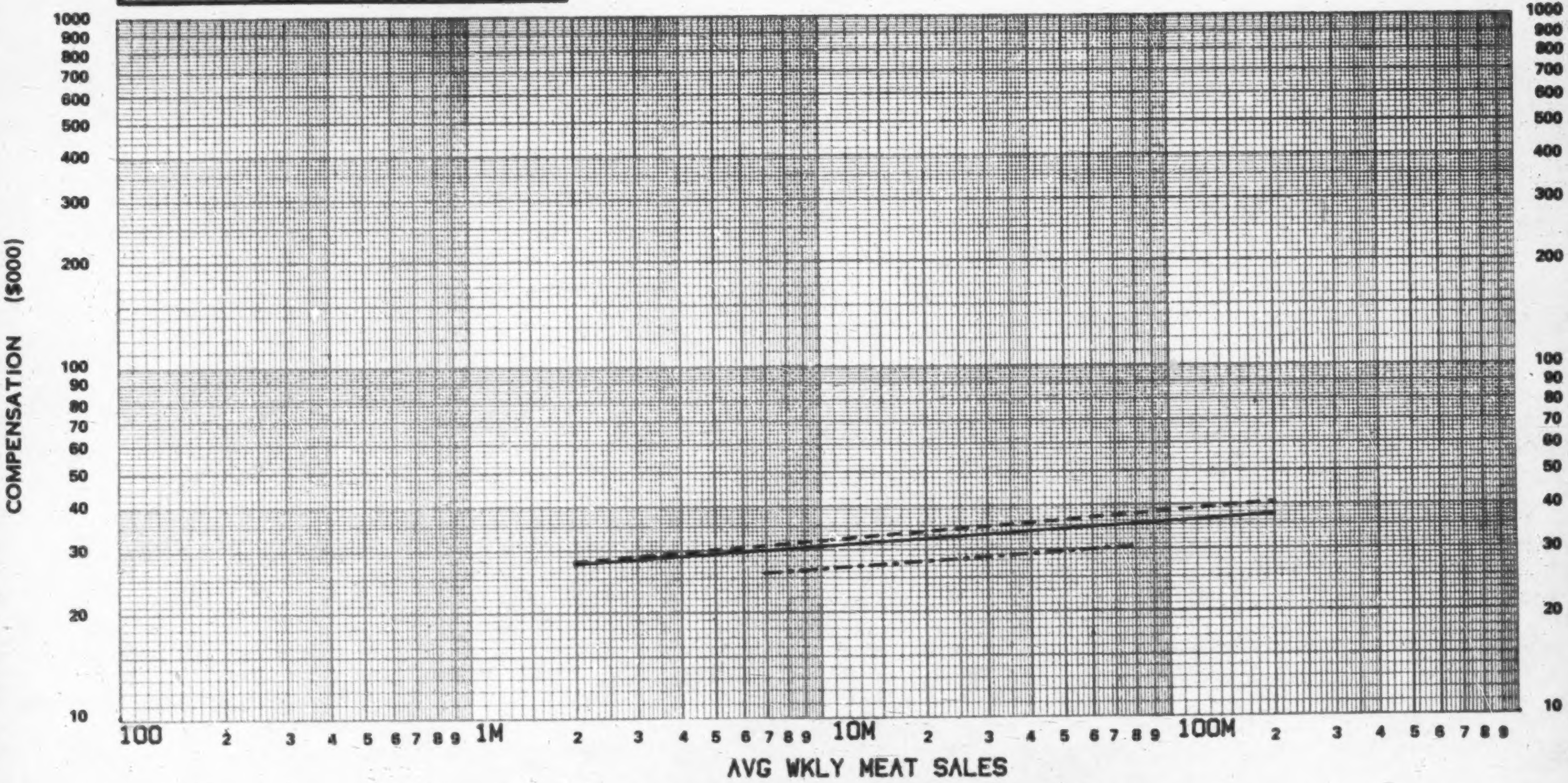
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 48.5	$ 1.2	$ 49.7					5.0	1.0	44.0	8.0		2.5
	48.2	1.7	49.9					5.0	1.0	44.0	8.0		2.5
	47.8	2.0	49.8					5.0	1.0	44.0	8.0		2.5
	43.5	6.5	50.0					5.0	1.0	44.0	8.0		2.5
	42.6	1.3	43.9					5.0	1.0	44.0	8.0		2.5
	42.4	0.0	42.4										
				$ 35.8				5.0		40.0		F	E
				34.1				5.0	1.0	43.0	12.0	E	E
	32.2	0.0	32.2					5.0	1.0	42.0	12.0	E	E
	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
				31.0				5.0		40.0	15.0	E	E
				31.0				5.0		40.0	15.0	E	E
	29.9	0.5	30.4							40.0		172	172
	29.9	0.5	30.4							40.0		172	172
	29.8	1.3	31.1					5.0	1.0	40.0	13.0	B	B
	29.8	2.9	32.7					5.0	1.0	40.0	13.0	B	B
	29.8	3.7	33.5					5.0	1.0	40.0	13.0	B	B
	29.8	4.7	34.5					5.0	1.0	40.0	13.0	B	B
	29.8	5.7	35.5					5.0	1.0	40.0	13.0	B	B
	29.8	7.4	37.2					5.0	1.0	40.0	13.0	B	B
	29.8	9.3	39.1					5.0	1.0	40.0	13.0	B	B
				28.0				5.0		40.0	15.0	E	E
	25.2	0.5	25.7							40.0		145	145
NO. IN POS: 592 WT'D AVG:	$ 34.4	$ 2.1	$ 36.5	$ 34.1									
NO. IN POS: 1432 POSITION AVG: $ 35.3	$ 34.2	$ 2.1	$ 36.3	$ 31.7									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.13	1.16
Bonus Co's Total Comp	------	0.14	1.19
Nonbonus Co's Salary	-.-.-.	0.06	1.18



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER -- UNION

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 38.8	$ 2.2	$ 41.0		$ 32.4	$ 36.4	$ 40.5	5.0	2.0	45.0	10.0	225	225
AND ABOVE	37.1	5.6	42.7					5.5	1.0	56.0	2.0	B	B
	34.6	1.7	36.3		28.6	31.9	35.1	5.5		45.1	25.3	B	
	34.4	1.2	35.6		26.0	29.5	35.5	5.2	.2	50.4	9.4	B	A
				$ 34.3	31.2	34.3	36.8	5.5	1.5	44.0	8.0	B	A
	33.5	3.7	37.2		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	32.5	0.0	32.5		30.7	32.5	34.3	5.5	1.0	45.0	12.0	E	E
				32.3	30.8	34.4	38.0	5.0		45.0		B	A
	31.9	4.5	36.4		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	31.0	3.6	34.6		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	30.3	0.0	30.3		25.6	30.3	35.1						
				28.5				5.0	1.0	40.0	13.0	E	E
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
				26.0				5.0	1.0	40.0	3.0	E	F
NO. IN POS: 196													
$ 66.7 WT'D AVG:	$ 32.4	$ 2.5	$ 34.9	$ 31.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 39.5	$ 0.0	$ 39.5					5.5		55.0	12.0	B	D
TO	39.2	1.3	40.5					5.5		50.0		50	E
$35.0	36.8	1.1	37.9		$ 30.8	$ 34.6	$ 38.5	5.0	2.0	45.0	10.0	225	225
	35.6	5.0	40.6					5.0	2.0	50.0	24.0		
				$ 33.5	30.3	33.5	34.6	5.5	1.5	44.0	8.0	B	A
				32.0	26.3	32.0	35.9	5.5	1.5	44.0	8.0	B	A
	31.8	3.3	35.1		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	31.4	0.0	31.4		29.1	31.0	32.8	5.5	1.0	45.0	12.0	E	E
	31.2	1.3	32.5		27.3	30.5	33.8	5.7		46.3	19.0	B	
				31.0	27.8	32.4	37.0	5.0		45.0		B	A
	30.6	3.7	34.3		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	30.3	0.0	30.3		25.6	30.3	35.1						
	28.4	0.0	28.4		13.9	22.2	28.4	5.0		40.0		E	E
				27.6				5.0	1.0	40.0	13.0	E	E
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
NO. IN POS: 238													
$ 40.9 WT'D AVG:	$ 31.9	$ 2.4	$ 34.3	$ 32.1									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$34.9	$ 37.9	$ 0.0	$ 37.9					5.5		55.0	12.0	B	D
TO	36.5	1.8	38.3					5.5		50.0		50	E
$25.0	36.1	0.9	37.0		$ 30.8	$ 34.6	$ 38.5	5.0	2.0	45.0	10.0	225	225
	32.3	2.7	35.0					5.0		40.0			
	30.5	0.0	30.5		28.6	30.2	31.7	5.5	1.0	45.0	12.0	E	E
	30.2	3.4	33.6		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	30.0	1.7	31.7		27.3	30.5	33.8	5.7		44.9	26.7	B	
	29.2	2.9	32.1					5.0	2.0	50.0	16.0		
	28.6	12.4	41.0		28.0	28.6	29.1	5.0		40.0	13.0	B	B
				$ 28.1	26.5	30.5	34.5	5.0		45.0		B	A
	28.1	3.4	31.5		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
				27.2				5.0	1.0	40.0	13.0	E	E
	27.2	0.0	27.2		13.9	22.2	28.4	5.0		40.0		E	E
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
				26.0				5.0	1.0	40.0	3.0	E	E
				25.5				5.0	1.0	45.0	26.0	E	F
	25.4	0.8	26.2					5.0		40.0	24.0	E	E
	22.6	0.0	22.6					5.0	1.0	44.0	15.0	A	A
NO. IN POS: 341													
$ 29.4 WT'D AVG:	$ 29.4	$ 1.8	$ 31.2	$ 27.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 36.7	$ 0.0	$ 36.7					5.5		55.0	12.0	B	D
TO	34.7	1.3	36.0		$ 20.0	$ 29.2	$ 38.3	5.5		50.0		50	E
$15.0	33.9	0.5	34.4		29.1	32.8	36.4	5.0	2.0	45.0	10.0	225	225
	29.9	3.4	33.3		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	28.4	0.0	28.4		13.9	22.2	28.4	5.0		40.0		E	E
	28.0	0.0	28.0					5.0		40.0		B	E
	27.6	0.0	27.6		23.8	27.6	31.4						
				$ 27.5	25.0	28.3	31.5	5.0		45.0		B	A
	27.0	7.0	34.0		24.9	27.0	29.1	5.0		40.0	13.0	B	B
				26.7				5.0	1.0	40.0	13.0	E	E
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	24.4	2.8	27.2		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
				23.8	21.4	24.0	25.5	5.0	1.0	45.0	26.0	E	E
	23.3	0.0	23.3					5.0		40.0		B	E
				22.8				5.0	1.0	40.0	3.0	E	E
	19.0	0.0	19.0					5.0	1.0	44.0	15.0	A	A
NO. IN POS: 214													
$ 20.9 WT'D AVG:	$ 28.1	$ 0.9	$ 29.0	$ 25.7									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9		$ 34.0	$ 0.0	$ 34.0					5.5		55.0	12.0	B	D
AND BELOW		33.2	1.4	34.6		$ 18.6	$ 28.5	$ 38.3	5.5		50.0		50	E
		28.4	0.0	28.4		13.9	22.2	28.4	5.0		40.0		E	E
		28.0	0.0	28.0		27.6	28.9	30.2	5.5	1.0	45.0	12.0	E	E
		27.6	0.0	27.6		23.8	27.6	31.4						
		26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
					$ 24.8	24.6	24.8	25.2	5.0	1.0	45.0	26.0	E	E
					24.5	20.0	25.2	30.4	5.0		45.0		E	E
		24.4	3.4	27.8		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
		24.0	2.0	26.0		20.0	24.0	28.0	5.0		40.0	13.0	B	B
					22.8				5.0	1.0	40.0	3.0	E	F
		17.9	0.0	17.9					5.0	1.0	44.0	15.0	A	A
NO. IN POS:	104													
$ 12.1	WT'D AVG:	$ 25.7	$ 0.4	$ 26.1	$ 24.0									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

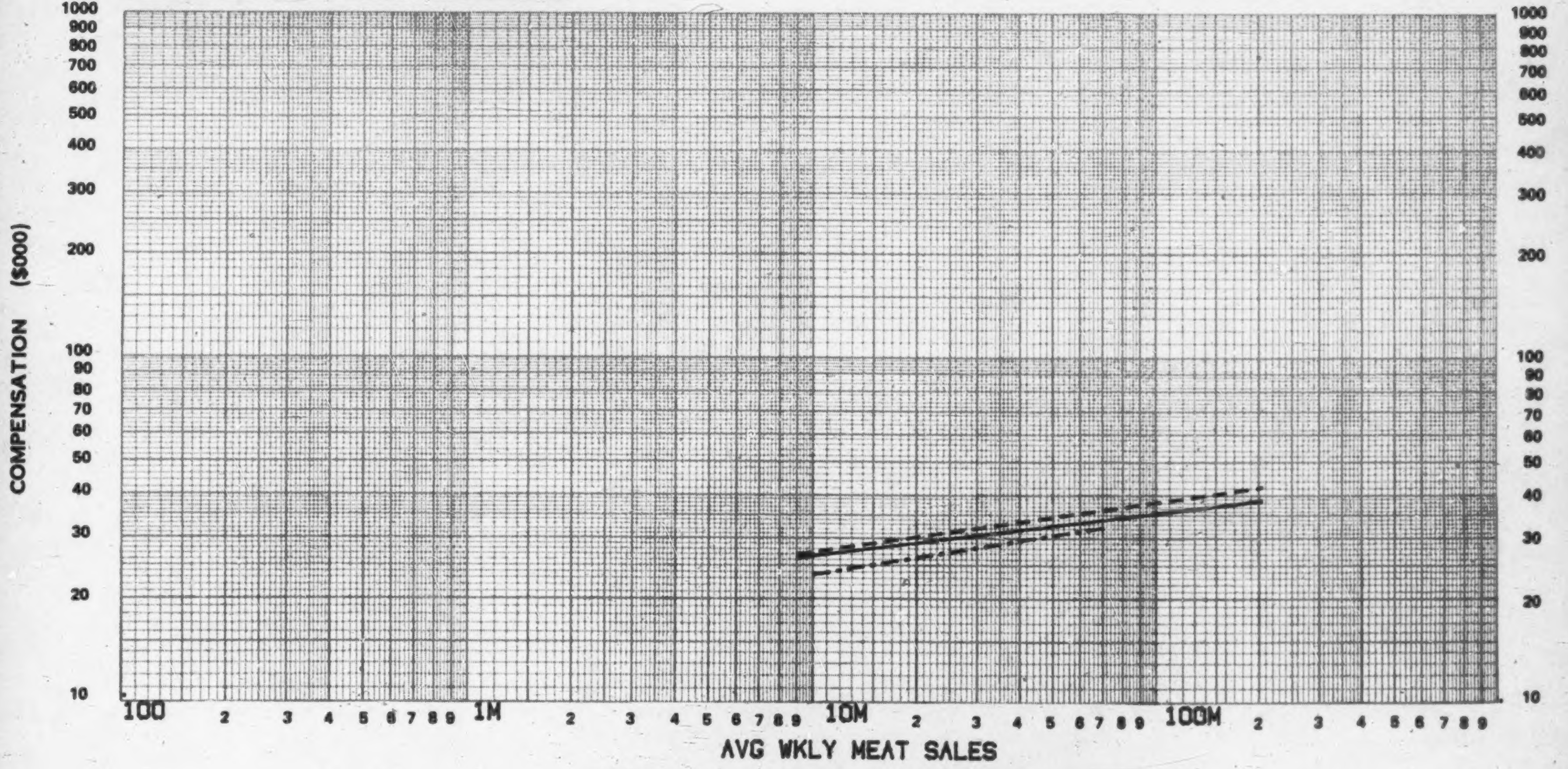
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 36.0	$ 1.8	$ 37.8					5.0	1.0	40.0	12.0	E	E
REPORTED	35.0	1.6	36.6					5.0	1.0	40.0	12.0	E	E
				$ 34.6	$ 29.4	$ 31.2	$ 33.3	5.0		45.0	12.0	E	
	34.0	1.8	35.8					5.0	1.0	40.0	12.0	E	E
	34.0	1.8	35.8					5.0	1.0	40.0	12.0	E	E
				33.8	28.3	29.9	31.7	5.0		45.0	12.0	E	
				32.0	26.8	28.3	29.9	5.0		45.0	12.0	E	
				30.5	26.8	28.3	29.9	5.0		45.0	12.0	E	
				30.1									
	29.9	19.9	49.8					5.5		55.0	52.0	B	B
				27.9									
	26.6	0.7	27.3										
				26.1									
				24.7									
	23.6	0.6	24.2										
	23.4	0.7	24.1										
	22.9	0.0	22.9		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	22.4	0.0	22.4		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	21.8	0.0	21.8		19.2	22.4	25.0	5.0	2.5	44.0		B	B
				21.6	16.8	21.1	25.3	5.0	2.0	44.0	26.0	E	E
	21.3	0.0	21.3		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	20.8	0.0	20.8		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	20.5	0.5	21.0										
	20.3	0.0	20.3		19.2	22.4	25.0	5.0	2.5	44.0		B	B
NO. IN POS: 803 WT'D AVG:	$ 24.6	$ 1.8	$ 26.4	$ 22.0									
NO. IN POS: 1896 POSITION $ 35.3 AVG:	$ 28.9	$ 1.7	$ 30.6	$ 23.9									

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.19	1.17
Bonus Co's Total Comp	- - - - - -	0.21	1.18
Nonbonus Co's Salary	-.-.-.-	0.56	1.09

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER -- NONUNION

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	DIV. V.P./MGR.	$ 72.5	$ 11.7	$ 84.2		$ 60.6	$ 75.7	$ 90.9
	DIV. V.P./MGR.	68.1	9.2	77.3		58.0	72.5	87.1
	DIV. V.P./MGR.	66.3	9.2	75.5		54.6	68.2	81.8
	DIV. V.P./MGR.	65.1	12.9	78.0		62.8	78.5	94.2
	REG. V.P./MGR.	59.5	13.5	73.0		52.7	64.4	76.1
	REG. V.P./MGR.	56.5	12.3	68.8		48.4	59.2	70.0
	DIV. V.P./MGR.	54.1	2.7	56.8		36.8	48.8	61.1
	VICE PRESIDENT	46.3	6.5	52.8		44.2	49.4	54.6
	NO IN POSITION: 38							
$ 8535.0	WEIGHTED GROUP AVG:	$ 58.9	$ 7.4	$ 66.3				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	ASST. V.P./DIR	$ 80.0	$ 0.0	$ 80.0				
TO	DIV. V.P./MGR.	60.0	5.0	65.0		$ 45.0	$ 56.0	$ 68.0
$750.0		57.7	2.8	60.5		47.9	60.3	72.8
	REG. V.P./MGR.	56.2	49.1	105.3				
	VICE PRESIDENT	55.2	9.9	65.1		50.0	55.0	60.0
	VICE PRESIDENT	55.0	8.3	63.3		53.2	65.7	78.2
	VICE PRESIDENT	54.5	0.0	54.5		34.0	61.1	70.3
	REG. V.P./MGR.	53.1	13.5	66.6				
	EXEC. V.P.				$ 52.9	40.1	49.2	58.1
	VICE PRESIDENT	52.1	15.0	67.1		50.7	63.4	76.1
					52.0			
	VICE PRESIDENT	51.9	0.0	51.9		30.5	41.3	47.5
	REG. V.P./MGR.	46.3	20.7	67.0				
	VICE PRESIDENT				40.0			
	REG. V.P./MGR.	37.8	0.0	37.8				
	NO IN POSITION:	19						
$ 1334.9	WEIGHTED GROUP AVG:	$ 57.7	$ 7.8	$ 65.5	$ 48.3			

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1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9 AND BELOW	SENIOR V.P.	$ 62.5	$ 3.2	$ 65.7				
	ASST. V.P./DIR	54.8	1.5	56.3				
	SENIOR V.P.	52.2	1.6	53.8				
	EXEC. V.P.	48.3	5.0	53.3				
	GROUP EXEC.	47.0	4.0	51.0				
	VICE PRESIDENT	44.0	11.4	55.4				
	EXEC. V.P.	41.6	2.0	43.6				
					$ 39.8			
	ASST. V.P./DIR	38.0	5.7	43.7		$ 42.2	$ 51.4	$ 60.6
					34.7			
		29.5	1.5	31.0				
	NO IN POSITION: 12							
$ 380.0	WEIGHTED GROUP AVG:	$ 48.0	$ 4.0	$ 51.9	$ 37.3			
	NO IN POSITION: 69							
$ 5134.1	POSITION AVERAGE:	$ 56.9	$ 6.9	$ 63.8	$ 43.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.28	1.18
Bonus Co's Total Comp	------	0.35	1.23
Nonbonus Co's Salary	-.-.-.		

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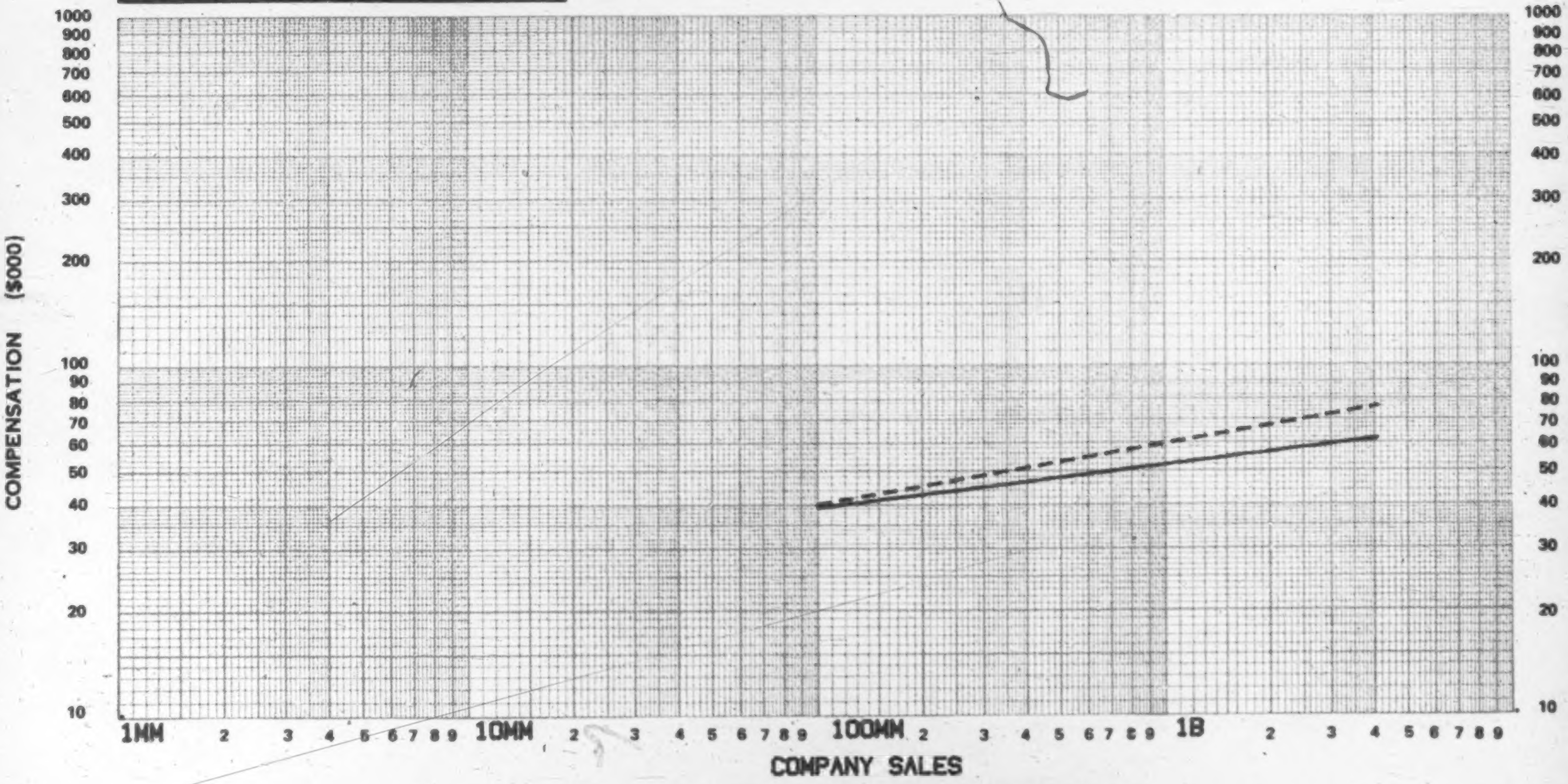
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - WAREHOUSE MANAGER (W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
550.0 AND ABOVE	DIV. V.P./MGR.	$ 72.5	$ 11.7	$ 84.2		$ 60.6	$ 75.7	$ 90.9
	DIV. V.P./MGR.	68.1	9.2	77.3		58.0	72.5	87.1
	DIV. V.P./MGR.	66.3	9.2	75.5		54.6	68.2	81.8
	DIV. V.P./MGR.	65.1	12.9	78.0		62.8	78.5	94.2
	REG. V.P./MGR.	56.5	12.3	68.8		48.4	59.2	70.0
	EXEC. V.P.				$ 52.9	40.1	49.2	58.1
	NO IN POSITION: 17							
677.2	WEIGHTED GROUP AVG:	$ 67.5	$ 10.3	$ 77.8	$ 52.9			
549.9 TO 250.0	ASST. V.P./DIR	$ 80.0	$ 0.0	$ 80.0				
	DIV. V.P./MGR.	60.0	5.0	65.0		$ 45.0	$ 56.0	$ 68.0
	REG. V.P./MGR.	59.5	13.5	73.0		52.7	64.4	76.1
		57.7	2.8	60.5		47.9	60.3	72.8
	REG. V.P./MGR.	56.2	49.1	105.3				
	ASST. V.P./DIR	54.8	1.5	56.3				
	VICE PRESIDENT	54.5	0.0	54.5		34.0	61.1	70.3
	DIV. V.P./MGR.	54.1	2.7	56.8		36.8	48.8	61.1
	SENIOR V.P.	52.2	1.6	53.8				
	NO IN POSITION: 25							
425.9	WEIGHTED GROUP AVG:	$ 58.3	$ 5.4	$ 63.7				

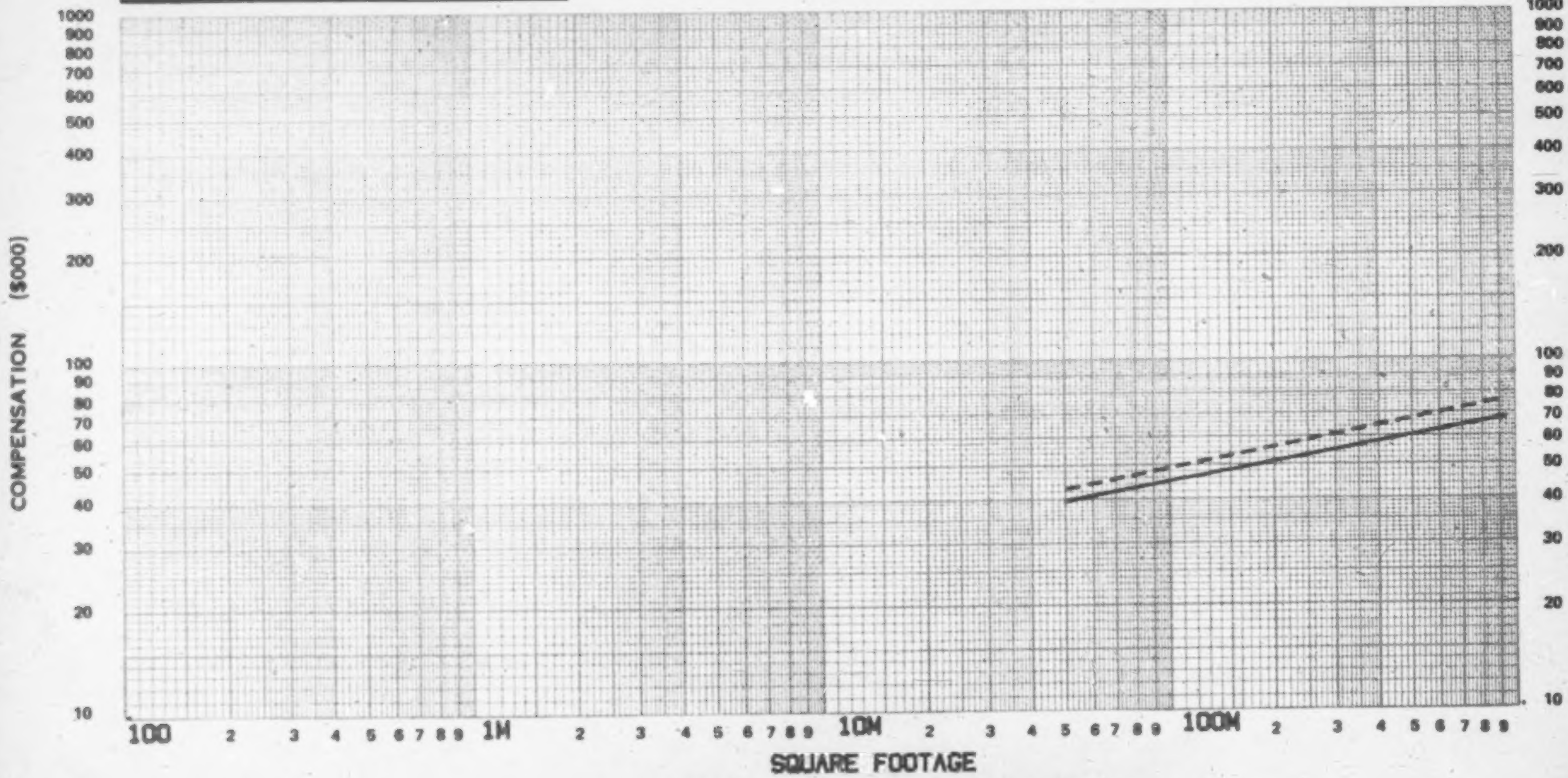
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
249.9 AND BELOW	VICE PRESIDENT	$ 55.0	$ 8.3	$ 63.3		$ 53.2	$ 65.7	$ 78.2
	REG. V.P./MGR.	53.1	13.5	66.6				
	VICE PRESIDENT	52.1	15.0	67.1		50.7	63.4	76.1
	VICE PRESIDENT	51.9	0.0	51.9		30.5	41.3	47.5
	EXEC. V.P.	48.3	5.0	53.3				
	GROUP EXEC.	47.0	4.0	51.0				
	REG. V.P./MGR.	46.3	20.7	67.0				
	VICE PRESIDENT	44.0	11.4	55.4				
	EXEC. V.P.	41.6	2.0	43.6				
					$ 39.8			
	ASST. V.P./DIR	38.0	5.7	43.7		42.2	51.4	60.6
	REG. V.P./MGR.	37.8	0.0	37.8				
	NO IN POSITION: 14							
172.1	WEIGHTED GROUP AVG:	$ 47.6	$ 6.6	$ 54.2	$ 39.8			
NO SCOPE REPORTED	SENIOR V.P.	$ 62.5	$ 3.2	$ 65.7				
	VICE PRESIDENT	55.2	9.9	65.1		$ 50.0	$ 55.0	$ 60.0
					$ 52.0			
	VICE PRESIDENT	46.3	6.5	52.8		44.2	49.4	54.6
	VICE PRESIDENT				40.0			
					34.7			
		29.5	1.5	31.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 48.8	$ 5.6	$ 54.4	$ 42.2			
	NO IN POSITION: 69							
438.7	POSITION AVERAGE:	$ 56.9	$ 6.9	$ 63.8	$ 43.9			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.54	1.13
Bonus Co's Total Comp	------	0.54	1.14
Nonbonus Co's Salary	–·–·–·		



SURVEY POSITION #40 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$ 79.1	$ 16.8	$ 95.9		$ 66.2	$ 82.8	$ 99.3
	VICE PRESIDENT	78.4	8.5	86.9		52.6	65.8	78.9
	EXEC. V.P.				$ 61.2			
	MANAGER	59.6	16.9	76.5		60.0	74.3	88.7
	MANAGER	56.4	11.7	68.1		53.3	65.9	78.3
	VICE PRESIDENT	53.8	9.5	63.3		53.3	65.8	78.3
	MANAGER				48.6	37.5	47.8	58.1
	MANAGER	43.3	0.4	43.7		36.8	48.8	61.1
	NO IN POSITION: 31							
$ 5649.2	WEIGHTED GROUP AVG:	$ 54.4	$ 7.5	$ 61.9	$ 50.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	GROUP EXEC.	$ 53.4	$ 3.0	$ 56.4		$ 34.4	$ 45.8	$ 57.5
TO	VICE PRESIDENT	53.0	9.6	62.6		40.0	50.0	60.0
$1500.0	VICE PRESIDENT				$ 51.4			
	VICE PRESIDENT	50.0	8.1	58.1		40.0	50.0	60.0
	VICE PRESIDENT				47.9			
	VICE PRESIDENT				47.8			
	VICE PRESIDENT	47.0	8.5	55.5		40.0	50.0	60.0
	DIV. V.P./MGR.				43.3	39.6	48.5	57.4
	DIV. V.P./MGR.				41.8	33.6	40.3	47.1
	VICE PRESIDENT	41.5	7.4	48.9		35.9	44.9	53.9
	DIV. V.P./MGR.				41.0	33.6	40.3	47.1
	VICE PRESIDENT	40.4	0.0	40.4				
	DIV. V.P./MGR.				39.0	29.6	35.5	41.4
	DIV. V.P./MGR.				38.5	33.6	40.3	47.1
	VICE PRESIDENT	38.5	7.4	45.9		35.9	44.9	53.9
	DIV. V.P./MGR.				37.0	29.6	35.5	41.4
	DIV. V.P./MGR.				34.0	29.6	35.5	41.4
	DIV. V.P./MGR.				32.0	33.6	40.3	47.1
	DIV. V.P./MGR.				31.3	33.6	40.4	47.1
	DIV. V.P./MGR.				31.0	33.6	40.3	47.1
	NO IN POSITION: 22							
$ 2075.5	WEIGHTED GROUP AVG:	$ 45.5	$ 5.5	$ 51.0	$ 40.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9	SENIOR V.P.				$ 60.0	$ 50.6	$ 62.5	$ 74.4
TO	VICE PRESIDENT	$ 59.1	$ 7.5	$ 66.6		48.8	65.1	81.4
$1000.0	VICE PRESIDENT	58.6	17.1	75.7		50.7	63.4	76.1
	MANAGER				55.0	49.4	64.1	78.8
	VICE PRESIDENT	53.7	10.7	64.4		52.8	66.0	79.3
	VICE PRESIDENT	52.8	10.3	63.1		52.8	66.0	79.3
	MANAGER				52.5	41.1	53.5	65.8
	SENIOR V.P.	45.0	0.0	45.0		30.5	41.3	47.5
	VICE PRESIDENT	42.5	9.7	52.2		38.6	47.3	56.0
	VICE PRESIDENT	41.4	8.2	49.6		39.8	49.7	59.6
	VICE PRESIDENT				40.6	31.0	38.0	45.0
	VICE PRESIDENT	32.7	0.0	32.7		26.9	36.6	42.1
	NO IN POSITION:	16						
$ 1275.6	WEIGHTED GROUP AVG:	$ 45.1	$ 6.4	$ 51.5	$ 52.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

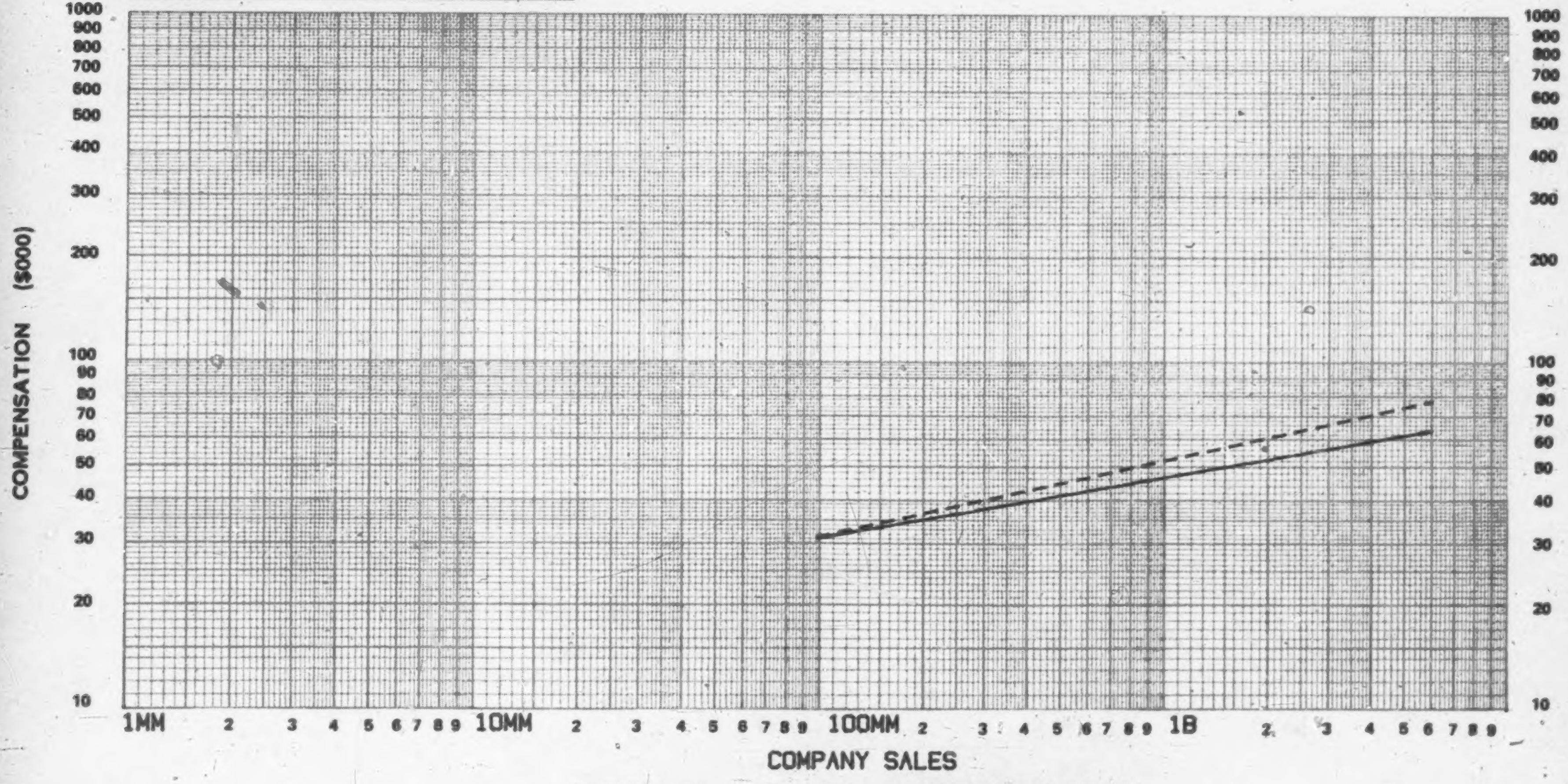
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 AND BELOW	CEO/PRESIDENT	$ 62.5	$ 0.0	$ 62.5				
	MANAGER				$ 62.4			
	VICE PRESIDENT	57.8	10.1	67.9		$ 50.0	$ 55.0	$ 60.0
	VICE PRESIDENT	55.4	5.0	60.4				
		47.0	2.4	49.4		38.0	47.8	57.6
	VICE PRESIDENT				46.8			
		45.0	2.8	47.8		38.0	47.8	57.6
		45.0	1.6	46.6		38.0	47.8	57.6
	ASST. V.P./DIR	44.5	6.6	51.1		44.9	54.8	64.7
					41.3			
	ASST. V.P./DIR	39.9	7.8	47.7				
	ASST. V.P./DIR				39.5			
	VICE PRESIDENT	39.0	4.0	43.0				
		38.0	0.0	38.0				
	DIV. V.P./MGR.				31.5			
		26.5	1.7	28.2				
	NO IN POSITION: 34							
$ 521.2	WEIGHTED GROUP AVG:	$ 44.2	$ 4.4	$ 48.6	$ 35.2			
	NO IN POSITION: 103							
$ 2513.7	POSITION AVERAGE:	$ 49.0	$ 6.3	$ 55.3	$ 41.1			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.32	1.21
Bonus Co's Total Comp	------	0.38	1.23
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
475.0	CEO/PRESIDENT	$ 62.5	$ 0.0	$ 62.5				
AND ABOVE	VICE PRESIDENT	59.1	7.5	66.6		$ 48.8	$ 65.1	$ 81.4
	VICE PRESIDENT	58.6	17.1	75.7		50.7	63.4	76.1
	VICE PRESIDENT	53.8	9.5	63.3		53.3	65.8	78.3
	GROUP EXEC.	53.4	3.0	56.4		34.4	45.8	57.5
	VICE PRESIDENT	53.0	9.6	62.6		40.0	50.0	60.0
	MANAGER	43.3	0.4	43.7		36.8	48.8	61.1
	VICE PRESIDENT	42.5	9.7	52.2		38.6	47.3	56.0
	ASST. V.P./DIR	39.9	7.8	47.7				
	DIV. V.P./MGR.				$ 31.5			
	NO IN POSITION:	40						
606.1	WEIGHTED GROUP AVG:	$ 48.2	$ 5.2	$ 53.4	$ 31.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
474.9	EXEC. V.P.	$ 79.1	$ 16.8	$ 95.9		$ 66.2	$ 82.8	$ 99.3
TO	MANAGER				$ 62.4			
175.0	SENIOR V.P.				60.0	50.6	62.5	74.4
	MANAGER	59.6	16.9	76.5		60.0	74.3	88.7
	MANAGER	56.4	11.7	68.1		53.3	65.9	78.3
	VICE PRESIDENT	55.4	5.0	60.4				
	VICE PRESIDENT	53.7	10.7	64.4		52.8	66.0	79.3
	VICE PRESIDENT	52.8	10.3	63.1		52.8	66.0	79.3
	VICE PRESIDENT				51.4			
	VICE PRESIDENT	50.0	8.1	58.1		40.0	50.0	60.0
	MANAGER				48.6	37.5	47.8	58.1
	VICE PRESIDENT				47.9			
	VICE PRESIDENT				47.8			
	VICE PRESIDENT	47.0	8.5	55.5		40.0	50.0	60.0
	ASST. V.P./DIR	44.5	6.6	51.1		44.9	54.8	64.7
	DIV. V.P./MGR.				43.3	39.6	48.5	57.4
	DIV. V.P./MGR.				41.8	33.6	40.3	47.1
	DIV. V.P./MGR.				41.0	33.6	40.3	47.1
	VICE PRESIDENT				40.6	31.0	38.0	45.0
	DIV. V.P./MGR.				39.0	29.6	35.5	41.4
	DIV. V.P./MGR.				34.0	29.6	35.5	41.4
	DIV. V.P./MGR.				32.0	33.6	40.3	47.1
	DIV. V.P./MGR.				31.0	33.6	40.3	47.1
	NO IN POSITION:	33						
268.5	WEIGHTED GROUP AVG:	$ 59.2	$ 12.1	$ 71.3	$ 45.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

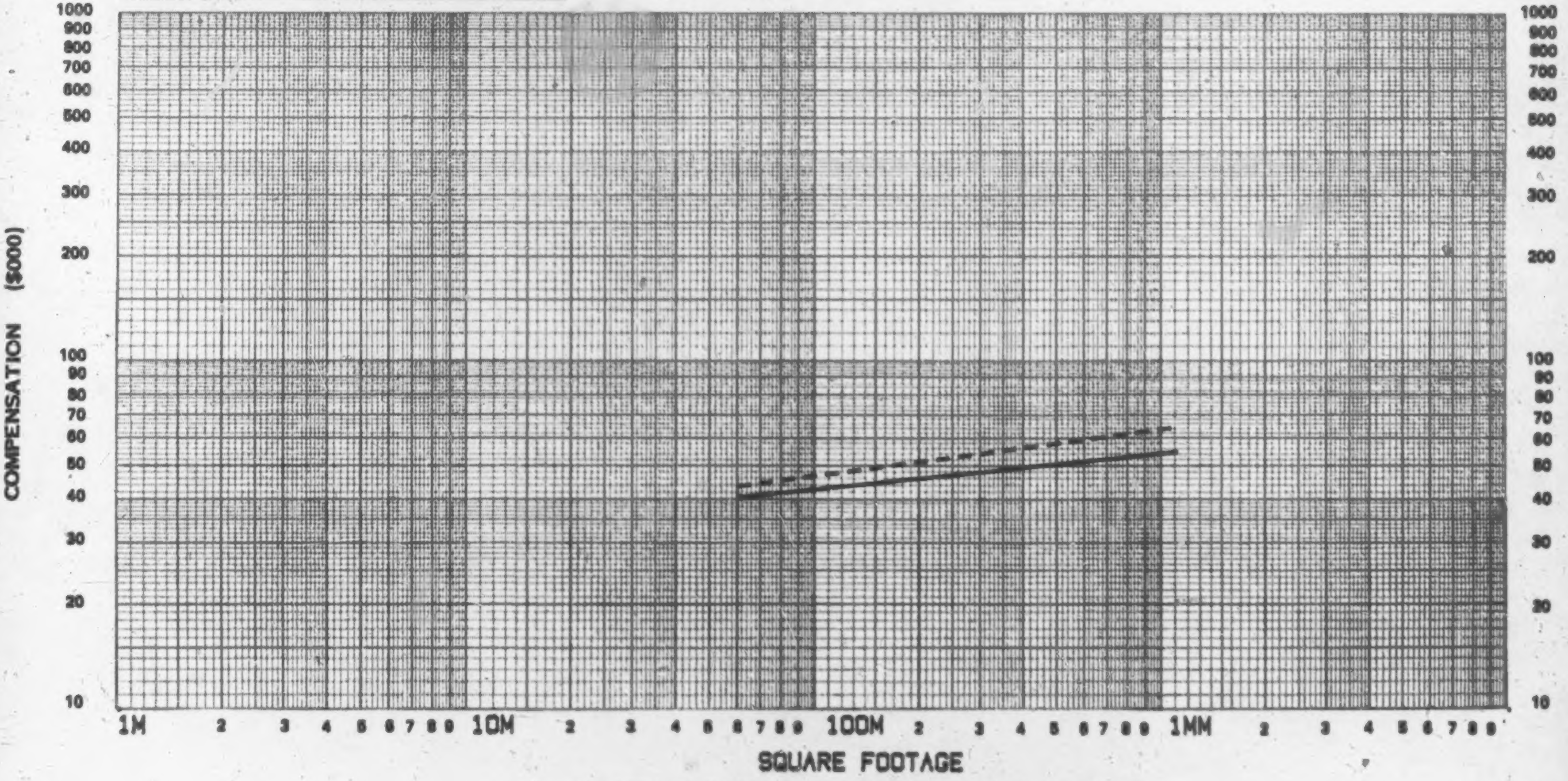
SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
174.9 AND BELOW		$ 47.0	$ 2.4	$ 49.4		$ 38.0	$ 47.8	$ 57.6
		45.0	2.8	47.8		38.0	47.8	57.6
		45.0	1.6	46.6		38.0	47.8	57.6
	SENIOR V.P.	45.0	0.0	45.0		30.5	41.3	47.5
	VICE PRESIDENT	41.5	7.4	48.9		35.9	44.9	53.9
	VICE PRESIDENT	41.4	8.2	49.6		39.8	49.7	59.6
	VICE PRESIDENT	40.4	0.0	40.4				
	VICE PRESIDENT	39.0	4.0	43.0				
	VICE PRESIDENT	38.5	7.4	45.9		35.9	44.9	53.9
	DIV. V.P./MGR.				$ 38.5	33.6	40.3	47.1
	DIV. V.P./MGR.				37.0	29.6	35.5	41.4
	VICE PRESIDENT	32.7	0.0	32.7		26.9	36.6	42.1
	DIV. V.P./MGR.				31.3	33.6	40.4	47.1
	NO IN POSITION: 17							
127.1	WEIGHTED GROUP AVG:	$ 40.0	$ 2.7	$ 42.7	$ 35.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 78.4	$ 8.5	$ 86.9		$ 52.6	$ 65.8	$ 78.9
	EXEC. V.P.				$ 61.2			
	VICE PRESIDENT	57.8	10.1	67.9		50.0	55.0	60.0
	MANAGER				55.0	49.4	64.1	78.8
	MANAGER				52.5	41.1	53.5	65.8
	VICE PRESIDENT				46.8			
					41.3			
	ASST. V.P./DIR				39.5			
		38.0	0.0	38.0				
		26.5	1.7	28.2				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 50.2	$ 5.1	$ 55.3	$ 49.5			
	NO IN POSITION: 103							
391.8	POSITION AVERAGE:	$ 49.0	$ 6.3	$ 55.3	$ 41.1			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.27	1.15
Bonus Co's Total Comp	------	0.30	1.19
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$750.0 AND ABOVE	CEO/PRESIDENT	$ 90.8	$ 79.4	$170.2				
	DIV. V.P./MGR.	89.0	22.9	111.9		$ 60.3	$ 76.9	$ 93.5
	DIV. V.P./MGR.	67.0	20.7	87.7				
	VICE PRESIDENT	61.3	11.2	72.5		41.2	53.6	69.6
	EXEC. V.P.				$ 59.5	44.2	54.2	64.1
	VICE PRESIDENT				59.0			
	SENIOR V.P.	57.7	0.0	57.7		45.1	56.4	67.7
	VICE PRESIDENT	55.9	11.2	67.1		59.9	74.2	88.5
	SENIOR V.P.	55.4	20.0	75.4				
	CEO/PRESIDENT	52.3	8.0	60.3				
	VICE PRESIDENT				52.0	37.5	47.8	58.1
	VICE PRESIDENT	50.5	0.0	50.5		47.2	61.4	75.5
		49.6	2.9	52.5		36.4	45.2	53.9
	VICE PRESIDENT	46.0	5.2	51.2		43.4	57.9	72.4
	MANAGER	45.0	0.0	45.0		27.4	34.3	41.2
	NO IN POSITION:	15						
$ 2084.9	WEIGHTED GROUP AVG:	$ 60.0	$ 15.2	$ 75.2	$ 56.8			

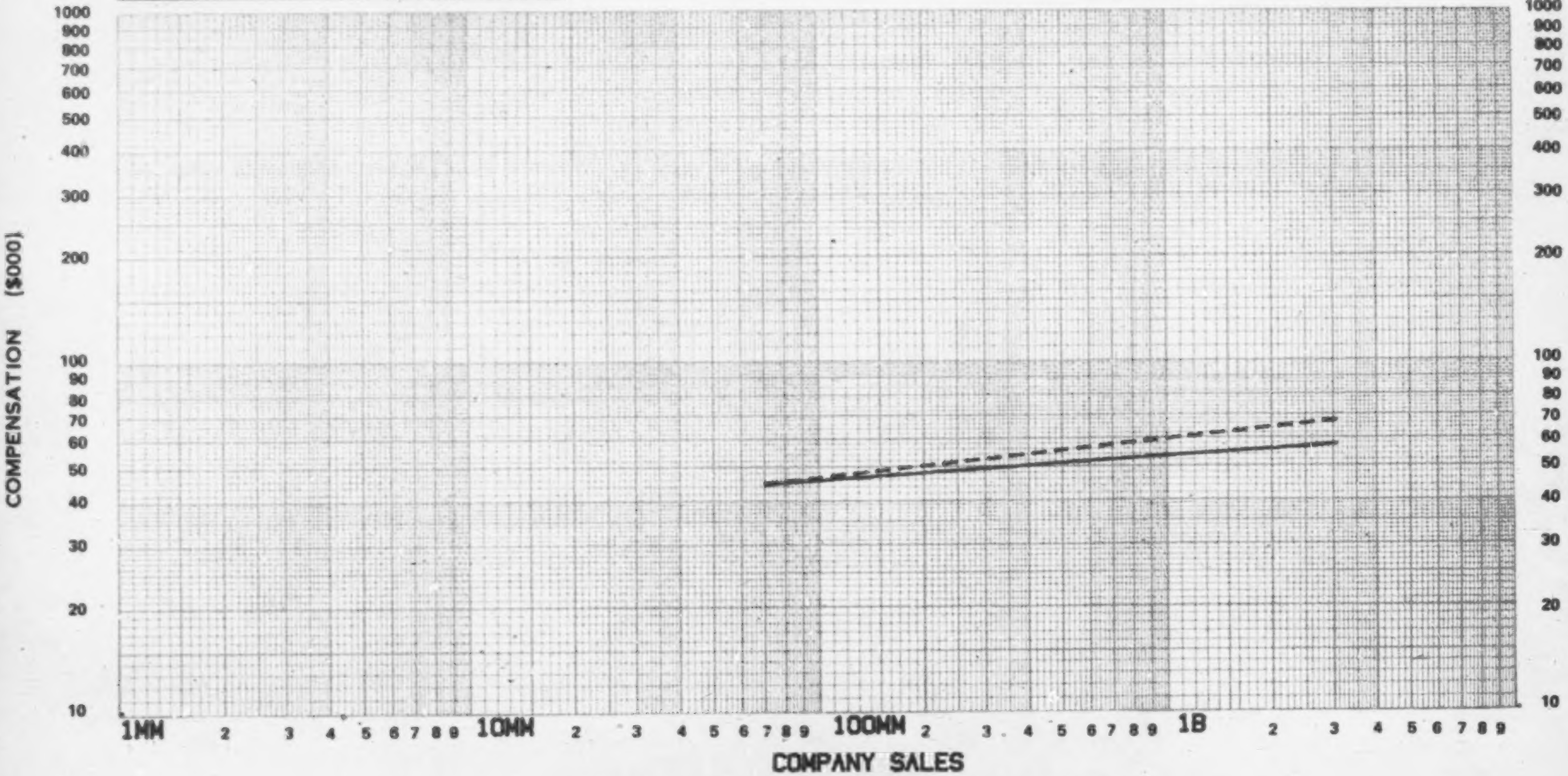
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$749.9	C.O.O.	$ 60.0	$ 9.6	$ 69.6		$ 54.9	$ 68.6	$ 82.3
AND BELOW	VICE PRESIDENT	58.0	0.0	58.0				
	MANAGER				$ 50.7			
	SENIOR V.P.	50.2	4.7	54.9				
	EXEC. V.P.	50.0	0.0	50.0				
		49.8	2.0	51.8				
	C.O.O.	49.4	1.5	50.9				
	VICE PRESIDENT	47.3	6.3	53.6				
	ASST. V.P./DIR	46.8	3.0	49.8				
	GROUP EXEC.	44.7	0.0	44.7				
	SENIOR V.P.				44.0			
	VICE PRESIDENT	42.0	0.0	42.0		32.0	39.3	46.5
	VICE PRESIDENT	41.9	8.4	50.3		50.3	61.9	73.3
	NO IN POSITION:	13						
$ 396.6	WEIGHTED GROUP AVG:	$ 49.1	$ 3.2	$ 52.3	$ 47.3			
	NO IN POSITION:	28						
$ 1301.1	POSITION AVERAGE:	$ 54.8	$ 9.4	$ 64.2	$ 53.0			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.25	1.12
Bonus Co's Total Comp	------	0.29	1.18
Nonbonus Co's Salary	–·–·–·		

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #51 - PHARMACY DIRECTOR

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$8.0	DIV. V.P./MGR.	$ 67.0	$ 20.7	$ 87.7				
AND ABOVE	VICE PRESIDENT	61.3	11.2	72.5		$ 41.2	$ 53.6	$ 69.6
	EXEC. V.P.				$ 59.5	44.2	54.2	64.1
	VICE PRESIDENT	58.0	0.0	58.0				
	VICE PRESIDENT	55.9	11.2	67.1		59.9	74.2	88.5
	VICE PRESIDENT				52.0	37.5	47.8	58.1
		49.6	2.9	52.5		36.4	45.2	53.9
	C.O.O.	49.4	1.5	50.9				
	VICE PRESIDENT	47.3	6.3	53.6				
	MANAGER	45.0	0.0	45.0		27.4	34.3	41.2
	SENIOR V.P.				44.0			
	VICE PRESIDENT	42.0	0.0	42.0		32.0	39.3	46.5
	VICE PRESIDENT	41.9	8.4	50.3		50.3	61.9	73.3
	NO IN POSITION: 13							
$ 57.8	WEIGHTED GROUP AVG:	$ 51.7	$ 6.3	$ 58.0	$ 51.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$7.9 AND BELOW	C.O.O.	$ 60.0	$ 9.6	$ 69.6		$ 54.9	$ 68.6	$ 82.3
	SENIOR V.P.	57.7	0.0	57.7		45.1	56.4	67.7
	SENIOR V.P.	55.4	20.0	75.4				
	CEO/PRESIDENT	52.3	8.0	60.3				
	SENIOR V.P.	50.2	4.7	54.9				
	EXEC. V.P.	50.0	0.0	50.0				
		49.8	2.0	51.8				
	ASST. V.P./DIR	46.8	3.0	49.8				
	GROUP EXEC.	44.7	0.0	44.7				
	NO IN POSITION: 9							
$ 3.0	WEIGHTED GROUP AVG:	$ 51.9	$ 5.2	$ 57.1				
NO SCOPE REPORTED	CEO/PRESIDENT	$ 90.8	$ 79.4	$170.2				
	DIV. V.P./MGR.	89.0	22.9	111.9		$ 60.3	$ 76.9	$ 93.5
	VICE PRESIDENT				$ 59.0			
	MANAGER				50.7			
	VICE PRESIDENT	50.5	0.0	50.5		47.2	61.4	75.5
	VICE PRESIDENT	46.0	5.2	51.2		43.4	57.9	72.4
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 69.1	$ 26.9	$ 96.0	$ 54.8			
	NO IN POSITION: 28							
$ 35.4	POSITION AVERAGE:	$ 54.8	$ 9.4	$ 64.2	$ 53.0			

NOTE: A trend line is not shown because there is no significant correlation between scope and compensation.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, and compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND ABOVE	MANAGER				$ 47.3	$ 29.4	$ 37.5	$ 45.6
	MANAGER				47.1	29.4	37.5	45.6
	MANAGER				46.4			
	MANAGER				45.7			
	MANAGER				45.2	42.6	45.2	46.3
	MANAGER				45.1			
	MANAGER				44.8			
	ASST. V.P./DIR	$ 43.7	$ 2.1	$ 45.8				
	ASST. V.P./DIR	43.7	3.3	47.0				
	MANAGER				42.4	39.4	42.4	43.4
	MANAGER				41.0	37.9	41.0	42.6
	MANAGER	40.1	3.2	43.3		39.0	41.0	43.0
	MANAGER				39.5	35.4	39.5	42.8
	MANAGER	38.4	3.9	42.3		39.0	41.0	43.0
	MANAGER				38.3	36.4	38.3	39.0
	MANAGER	36.9	4.0	40.9				
	NO IN POSITION: 160							
$ 74.7	WEIGHTED GROUP AVG:	$ 39.9	$ 3.3	$ 43.2	$ 41.7			

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1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.9	ASST. V.P./DIR	$ 47.3	$ 0.0	$ 47.3				
TO	MANAGER				$ 46.2	$ 29.4	$ 37.5	$ 45.6
$10.0	MANAGER				45.7			
	ASST. V.P./DIR	43.7	1.1	44.8				
	MANAGER	43.4	4.3	47.7				
	ASST. V.P./DIR	41.9	1.3	43.2				
	MANAGER				41.8			
	MANAGER				41.1	39.7	41.3	42.5
	VICE PRESIDENT				40.4	40.4	42.8	44.1
		39.0	0.0	39.0		33.7	37.5	39.0
		39.0	0.0	39.0		33.7	37.5	39.0
	MANAGER	38.3	3.9	42.2		39.0	41.0	43.0
		37.9	0.0	37.9		31.7	34.3	37.9
	MANAGER	37.9	3.8	41.7		39.0	41.0	43.0
	MANAGER	37.7	3.6	41.3		39.0	41.0	43.0
	MANAGER	37.2	3.3	40.5		39.0	41.0	43.0
		35.4	0.0	35.4		31.2	33.8	35.4
	MANAGER				34.0			
	NO IN POSITION: 379							
$ 14.0	WEIGHTED GROUP AVG:	$ 40.7	$ 2.7	$ 43.4	$ 41.2			

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1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9		$ 49.4	$ 3.0	$ 52.4		$ 34.1	$ 42.7	$ 51.2
AND BELOW					$ 49.1			
					45.8			
	ASST. V.P./DIR	45.6	3.1	48.7				
	MANAGER				45.6			
	MANAGER	45.3	0.0	45.3		32.5	39.0	45.5
	MANAGER	44.2	5.8	50.0		41.6	44.2	46.8
	MANAGER				44.2	29.4	37.5	45.6
	ASST. V.P./DIR	43.7	1.0	44.7				
	MANAGER	40.9	5.0	45.9				
	MANAGER				40.4			
	MANAGER				39.6	37.9	40.0	42.1
	ASST. V.P./DIR				39.0			
	MANAGER				37.5	32.0	40.0	48.0
		36.9	0.0	36.9		31.8	35.3	36.9
		36.4	0.0	36.4		31.8	35.3	36.4
	MANAGER				34.0			
	NO IN POSITION: 289							
$ 5.8	WEIGHTED GROUP AVG:	$ 43.6	$ 2.6	$ 46.2	$ 40.0			

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SURVEY POSITION 52 - PHARMACIST

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
AVG WKLY DRUG SALES ($THOU)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
NO SCOPE REPORTED	DIST.MANAGER				$ 55.9	$ 34.4	$ 43.4	$ 52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	MANAGER	$ 51.0	$ 0.4	$ 51.4		47.8	48.9	51.0
	MANAGER	50.4	7.7	58.1				
	ASST. V.P./DIR	48.0	6.4	54.4		40.7	49.8	59.0
	ASST. V.P./DIR				44.5			
	ASST. V.P./DIR				40.8			
	MANAGER				40.0			
	MANAGER				40.0	37.0	39.0	42.0
	MANAGER				39.9			
		38.2	0.7	38.9		26.2	32.7	39.2
		38.2	0.7	38.9		26.2	32.7	39.2
		38.2	0.7	38.9		26.2	32.7	39.2
		36.3	0.0	36.3		24.3	30.3	36.2
		36.3	0.0	36.3		24.3	30.3	36.2
	NO IN POSITION: 411							
	WEIGHTED GROUP AVG:	$ 46.9	$ 5.6	$ 52.5	$ 45.0			
	NO IN POSITION: 1239							
$ 22.8	POSITION AVERAGE:	$ 43.3	$ 3.6	$ 46.9	$ 42.4			

NOTE: None of the incumbents surveyed act as Assistant Store Managers.

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.	0.08	1.10

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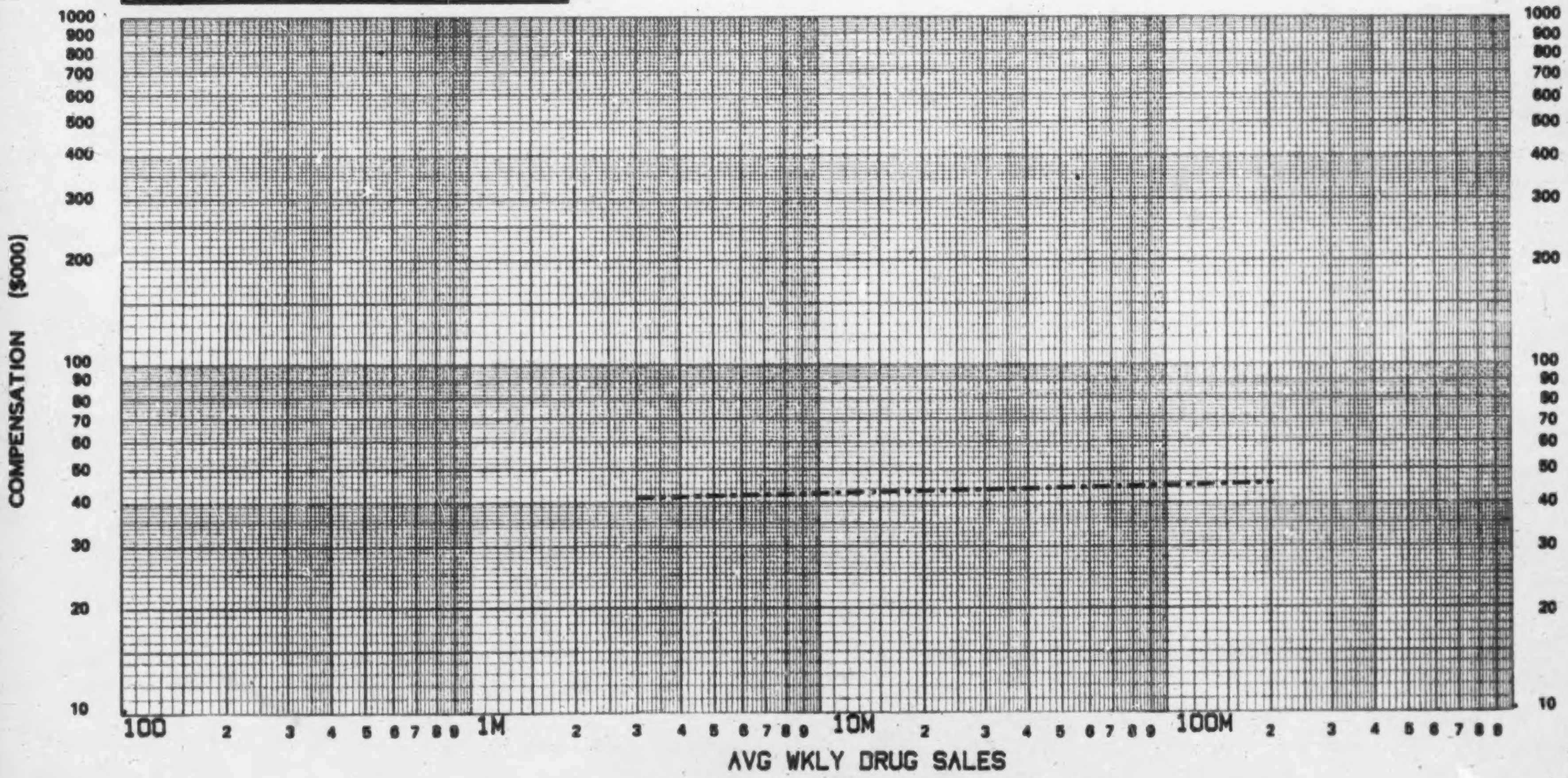
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #52 - PHARMACIST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises consumers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND ABOVE	MANAGER				$ 43.3	$ 40.6	$ 43.3	$ 44.2
	MANAGER				43.0			
	DIST.MANAGER				42.8			
	MANAGER				42.5			
	MANAGER				40.5	39.5	40.5	41.3
	MANAGER				39.3	36.9	39.3	40.6
	MANAGER				37.4	33.3	37.4	43.3
	NO IN POSITION: 273							
$ 83.8	WEIGHTED GROUP AVG:				$ 39.8			
$49.9 TO $25.0	MANAGER				$ 43.9	$ 29.4	$ 37.5	$ 45.6
	MANAGER				43.9	29.4	37.5	45.6
	MANAGER				42.5			
	MANAGER	$ 41.6	$ 0.7	$ 42.3				
	MANAGER				41.6			
	MANAGER	41.6	1.0	42.6				
	MANAGER				39.2	37.0	39.0	41.0
	MANAGER				37.4	37.0	39.0	41.0
	MANAGER				37.0	34.8	37.0	37.4
	NO IN POSITION: 57							
$ 38.9	WEIGHTED GROUP AVG:	$ 41.6	$ 0.8	$ 42.4	$ 38.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9 TO $10.0	MANAGER				$ 45.7			
	MANAGER				43.9	$ 29.4	$ 37.5	$ 45.6
	MANAGER				41.6			
	MANAGER	$ 41.6	$ 0.4	$ 42.0				
	MANAGER	40.8	0.0	40.8				
	MANAGER				40.6			
	MANAGER				40.2	39.4	41.7	44.0
	MANAGER	39.6	1.2	40.8				
	MANAGER				38.2	37.0	39.0	41.0
	MANAGER				38.1	37.0	39.0	41.0
	MANAGER				37.9	37.0	39.0	41.0
	MANAGER				37.8	37.0	39.0	41.0
					36.4	33.7	37.5	39.0
					34.8	33.7	37.5	39.0
	NO IN POSITION: 287							
$ 14.9	WEIGHTED GROUP AVG:	$ 40.8	$ 0.2	$ 41.0	$ 39.4			
$9.9 AND BELOW	MANAGER				$ 43.5			
	MANAGER				42.8	$ 29.4	$ 37.5	$ 45.6
	MANAGER				42.0	30.4	36.3	42.3
	MANAGER	$ 41.6	$ 0.4	$ 42.0				
	MANAGER				40.9			
		40.0	2.0	42.0		31.9	39.9	47.9
	MANAGER				38.1	37.0	38.5	39.9
					35.3	33.7	37.5	39.0
					33.7	33.7	37.5	39.0
	MANAGER	11.4	0.0	11.4		10.4	11.4	12.4
	NO IN POSITION: 172							
$ 6.1	WEIGHTED GROUP AVG:	$ 40.2	$ 0.7	$ 40.9	$ 40.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER	$ 50.0	$ 0.2	$ 50.2		$ 45.4	$ 46.7	$ 48.0
	MANAGER				$ 48.9			
	MANAGER				48.0			
	MANAGER				48.0			
	MANAGER				48.0			
	MANAGER				48.0			
	MANAGER	44.0	2.2	46.2				
	MANAGER	43.0	2.2	45.2				
	MANAGER				39.8			
	MANAGER				37.0			
	NO IN POSITION: 155							
	WEIGHTED GROUP AVG:	$ 45.7	$ 1.5	$ 47.2	$ 45.7			
	NO IN POSITION: 944							
$ 38.5	POSITION AVERAGE:	$ 40.7	$ 0.5	$ 41.2	$ 41.0			

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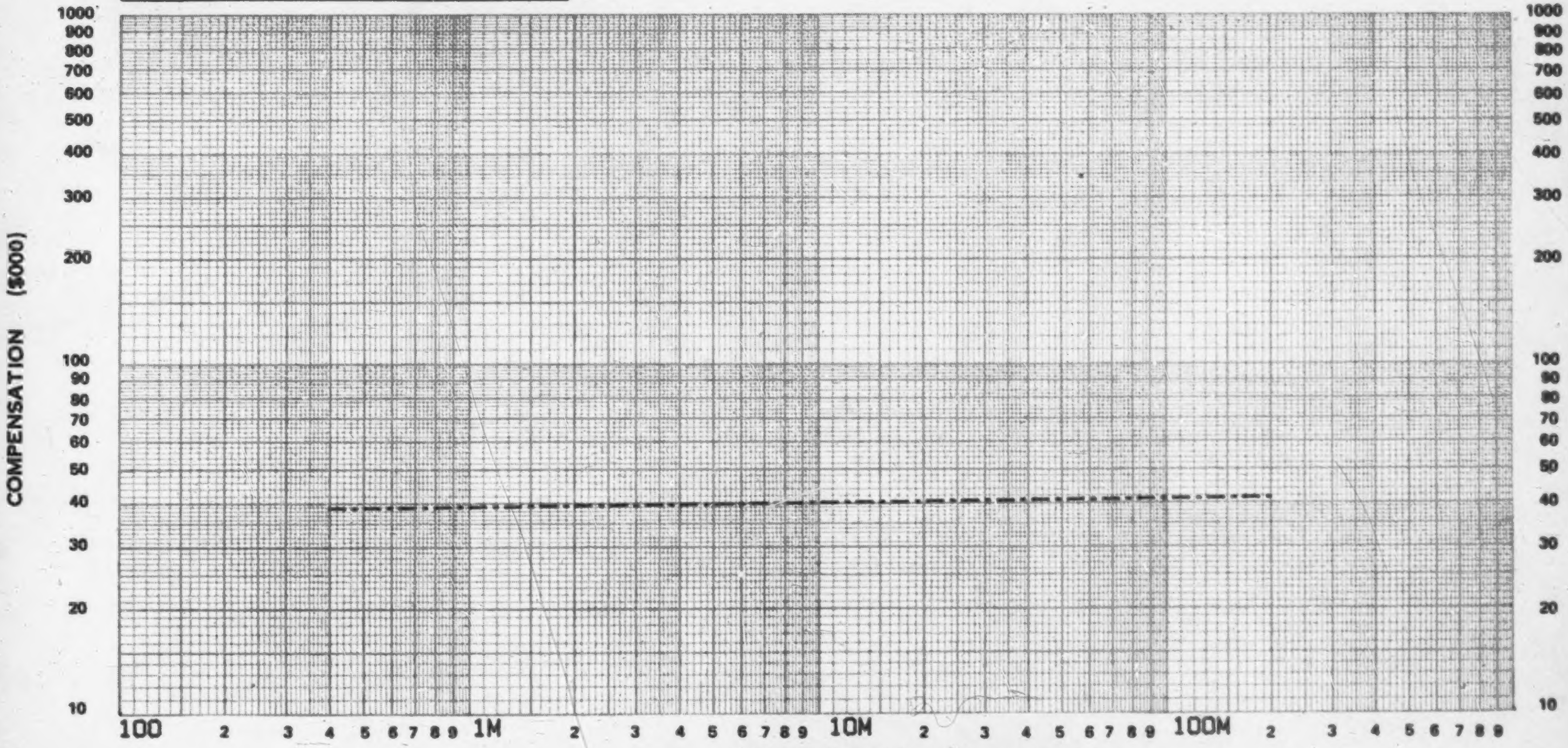
1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.	0.03	1.08



SURVEY POSITION #53 - ASSISTANT/STAFF
PHARMACIST

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1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, governmental agencies, and the community.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$750.0	CEO/PRESIDENT				$ 94.5	$ 58.8	$ 73.6	$ 88.3
AND ABOVE	SENIOR V.P.				84.0			
	CEO/PRESIDENT	$ 78.7	$ 33.0	$111.7				
	SENIOR V.P.	57.0	6.3	63.3		47.4	63.1	79.0
	GROUP EXEC.	51.7	21.3	73.0		41.7	54.2	66.7
					45.0	43.2	52.9	62.6
	SENIOR V.P.				44.0	37.1	45.5	53.8
	VICE PRESIDENT				40.9			
		29.5	0.3	29.8		26.2	32.7	39.2
	NO IN POSITION: 9							
$ 2672.2	WEIGHTED GROUP AVG:	$ 54.2	$ 15.3	$ 69.4	$ 61.7			
$749.9	C.O.O.	$ 69.2	$ 15.0	$ 84.2		$ 47.9	$ 59.9	$ 71.9
AND BELOW	CEO/PRESIDENT	45.0	5.0	50.0				
	MANAGER				$ 35.6			
	EXEC. V.P.	26.0	5.2	31.2				
	NO IN POSITION: 4							
$ 579.8	WEIGHTED GROUP AVG:	$ 46.7	$ 8.4	$ 55.1	$ 35.6			
	NO IN POSITION: 13							
$ 2028.4	POSITION AVERAGE:	$ 51.0	$ 12.3	$ 63.3	$ 57.3			

NOTE: A trend line is not shown because there is insufficient data.

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - CONSUMER AFFAIRS SPECIALIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$750.0 AND ABOVE	VICE PRESIDENT	$ 43.6	$ 4.5	$ 48.1		$ 34.5	$ 41.4	$ 48.3
		40.0	0.4	40.4		33.8	41.8	49.8
	MANAGER				$ 39.0	34.3	44.6	54.9
	VICE PRESIDENT				33.1	28.8	35.2	41.6
	MANAGER				33.0	28.1	34.2	40.2
	ASST. V.P./DIR				31.4	26.5	33.1	39.7
	VICE PRESIDENT				30.9	23.4	30.3	34.9
	VICE PRESIDENT				29.0	25.0	30.0	38.0
	VICE PRESIDENT				26.9	25.9	34.5	43.2
	NO IN POSITION: 9							
$ 2692.5	WEIGHTED GROUP AVG:	$ 41.8	$ 2.5	$ 44.3	$ 31.9			
$749.9 AND BELOW	C.O.O.	$ 48.0	$ 12.0	$ 60.0				
	EXEC. V.P.	32.5	7.3	39.8				
	CEO/PRESIDENT	27.3	0.8	28.1				
	CEO/PRESIDENT	27.3	0.0	27.3				
	EXEC. V.P.				$ 26.9			
		26.1	1.0	27.1				
	NO IN POSITION: 13							
$ 353.6	WEIGHTED GROUP AVG:	$ 29.4	$ 2.2	$ 31.6	$ 26.9			
	NO IN POSITION: 22							
$ 1310.4	POSITION AVERAGE:	$ 31.1	$ 2.3	$ 33.4	$ 31.3			

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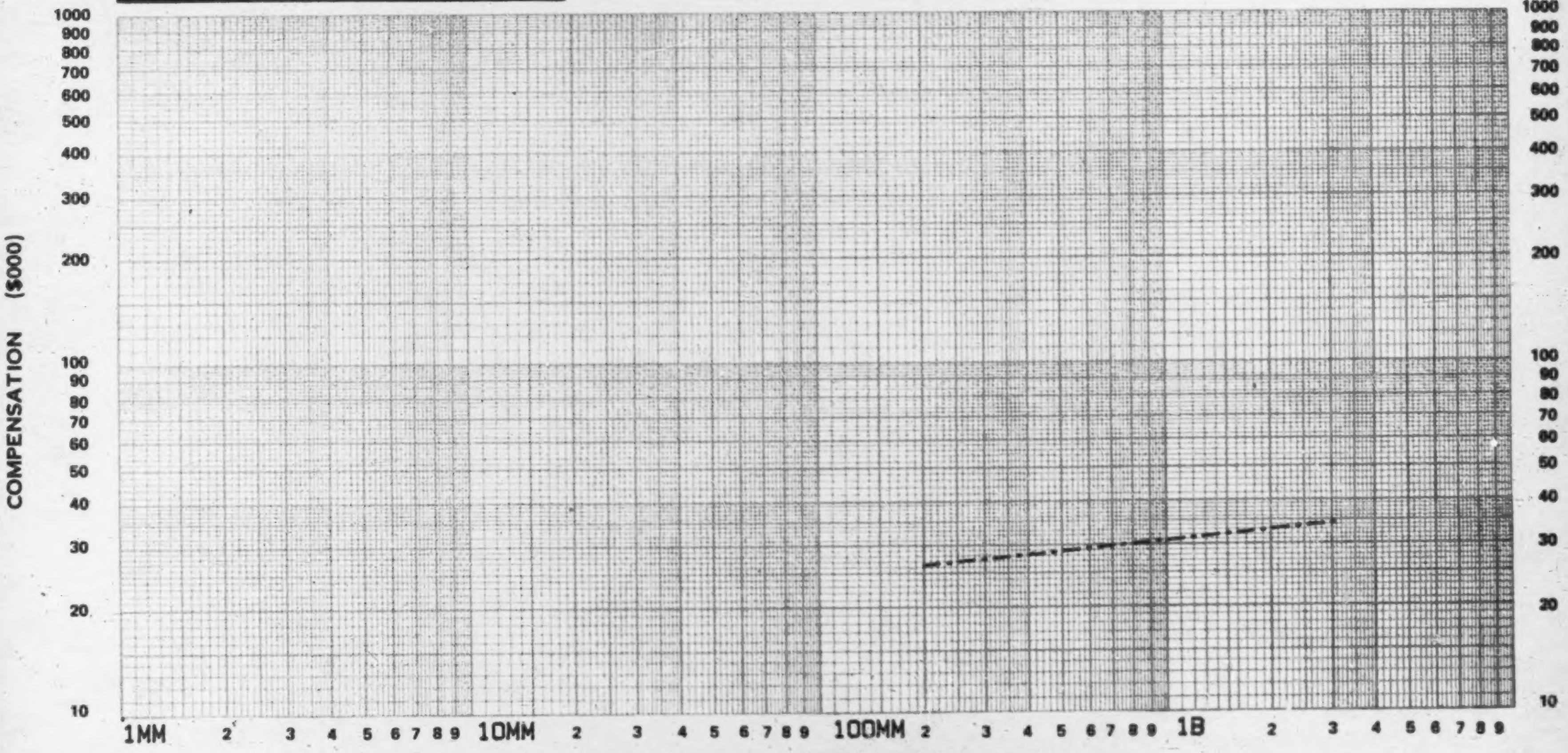
1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.	0.44	1.10



SURVEY POSITION #55 - CONSUMER AFFAIRS SPECIALIST

GEOGRAPHIC ANALYSIS

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND BELOW	REG. V.P./MGR.	$ 59.3	$ 4.9	$ 64.2		$ 47.3	$ 59.1	$ 70.9
	VICE PRESIDENT	57.2	12.2	69.4		52.7	64.4	76.1
		53.8	5.1	58.9		47.9	59.9	71.9
	REG. V.P./MGR.	49.3	18.2	67.5		53.3	65.8	78.3
	VICE PRESIDENT	47.7	0.0	47.7		35.8	44.7	53.6
	ASST. V.P./DIR	47.2	5.0	52.2		35.0	43.8	52.5
	VICE PRESIDENT	47.2	0.0	47.2				
	VICE PRESIDENT	42.5	0.0	42.5		26.9	36.6	42.1
	DIST.MANAGER				$ 39.2	37.1	45.5	53.8
	MANAGER				38.3	30.5	39.7	48.8
	ASST. V.P./DIR				37.5	31.0	38.0	45.0
	NO IN POSITION: 39							
$ 222.8	WEIGHTED GROUP AVG:	$ 53.4	$ 6.3	$ 59.7	$ 38.5			
NO SCOPE REPORTED					$ 48.5			
	BOARD OF DIR.	$ 34.1	$ 0.8	$ 34.9				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 34.1	$ 0.8	$ 34.9	$ 48.5			
	NO IN POSITION: 42							
$ 222.8	POSITION AVERAGE:	$ 51.3	$ 5.6	$ 56.9	$ 39.0			

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1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND ABOVE	REG. V.P./MGR.	$ 60.7	$ 4.9	$ 65.6		$ 47.3	$ 59.1	$ 70.9
	VICE PRESIDENT	60.4	0.0	60.4		34.0	61.1	70.3
	VICE PRESIDENT	57.7	12.0	69.7		50.2	61.3	72.5
	ASST. V.P./DIR				$ 52.3	40.1	49.2	58.1
	REG. V.P./MGR.	50.2	14.0	64.2		53.3	65.8	78.3
	NO IN POSITION: 11							
$ 155.7	WEIGHTED GROUP AVG:	$ 56.9	$ 8.6	$ 65.5	$ 52.3			
$99.9 AND BELOW		$ 54.9	$ 5.0	$ 59.9		$ 44.8	$ 56.0	$ 67.2
	ASST. V.P./DIR	52.5	0.0	52.5		35.0	43.8	52.5
	DIST.MANAGER				$ 46.1	37.1	45.5	53.8
	MANAGER				46.1	33.1	43.1	52.9
	VICE PRESIDENT	41.6	0.0	41.6		35.8	44.7	53.6
	ASST. V.P./DIR	38.8	0.0	38.8		31.0	38.0	45.0
	VICE PRESIDENT	36.6	0.0	36.6				
	NO IN POSITION: 25							
$ 41.2	WEIGHTED GROUP AVG:	$ 40.7	$ 0.4	$ 41.1	$ 46.1			
NO SCOPE REPORTED					$ 41.6			
	NO IN POSITION: 37							
$ 76.2	POSITION AVERAGE:	$ 47.7	$ 4.0	$ 51.7	$ 46.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0 AND ABOVE	REG. V.P./MGR.	$ 58.3	$ 4.9	$ 63.2		$ 47.3	$ 59.1	$ 70.9
		56.9	7.2	64.1		41.8	52.3	62.8
	VICE PRESIDENT	54.4	15.2	69.6		50.2	61.3	72.5
	REG. V.P./MGR.	52.7	17.9	70.6		50.5	62.0	73.5
	NO IN POSITION: 10							
$ 89.5	WEIGHTED GROUP AVG:	$ 55.7	$ 11.1	$ 66.8				
$49.9 AND BELOW	VICE PRESIDENT				$ 53.0	$ 30.5	$ 41.3	$ 47.5
	ASST. V.P./DIR	$ 45.9	$ 4.0	$ 49.9		35.0	43.8	52.5
	VICE PRESIDENT	42.7	0.0	42.7		33.1	41.4	49.7
	DIST.MANAGER				40.2	37.1	45.5	53.8
	MANAGER				38.2	30.5	39.7	48.8
	VICE PRESIDENT	37.7	0.0	37.7				
	ASST. V.P./DIR	37.5	0.0	37.5		31.0	38.0	45.0
	NO IN POSITION: 27							
$ 22.3	WEIGHTED GROUP AVG:	$ 39.7	$ 0.4	$ 40.1	$ 39.8			
NO SCOPE REPORTED					$ 31.7			
	NO IN POSITION: 38							
$ 40.5	POSITION AVERAGE:	$ 48.1	$ 6.1	$ 54.2	$ 39.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	REG. V.P./MGR.	$ 59.1	$ 3.6	$ 62.7		$ 47.3	$ 59.1	$ 70.9
	VICE PRESIDENT	52.3	10.2	62.5		47.8	58.4	69.3
	ASST. V.P./DIR	47.6	4.0	51.6		35.0	43.8	52.5
	VICE PRESIDENT	43.6	0.0	43.6		33.1	41.4	49.7
	MANAGER				$ 41.3	37.1	45.5	53.8
	VICE PRESIDENT	36.7	0.0	36.7		26.9	36.6	42.1
	MANAGER				34.9	28.5	37.1	46.2
	ASST. V.P./DIR				34.2	31.0	38.0	45.0
		33.9	2.3	36.2		39.1	48.9	58.7
	NO IN POSITION: 16							
$ 87.1	WEIGHTED GROUP AVG:	$ 49.7	$ 3.7	$ 53.4	$ 37.2			
	NO IN POSITION: 16							
$ 87.1	POSITION AVERAGE:	$ 49.7	$ 3.7	$ 53.4	$ 37.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	MANAGER	$ 58.8	$ 4.9	$ 63.7		$ 47.3	$ 59.1	$ 70.9
	VICE PRESIDENT	53.7	13.7	67.4		50.2	61.3	72.5
	VICE PRESIDENT	49.2	0.0	49.2		26.9	36.6	42.1
	DIST.MANAGER				$ 41.6	37.1	45.5	53.8
	VICE PRESIDENT	39.7	0.0	39.7		33.1	41.4	49.7
	VICE PRESIDENT	34.5	0.0	34.5				
	ASST. V.P./DIR	31.8	0.8	32.6		27.8	34.1	40.3
	NO IN POSITION: 22							
$ 38.8	WEIGHTED GROUP AVG:	$ 45.0	$ 3.2	$ 48.2	$ 41.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 49.0	$ 2.3	$ 51.3		$ 38.7	$ 51.6	$ 64.5
	MANAGER				$ 39.8	30.5	39.7	48.8
					28.6			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 49.0	$ 2.3	$ 51.3	$ 38.6			
	NO IN POSITION: 32							
$ 38.8	POSITION AVERAGE:	$ 45.3	$ 3.1	$ 48.4	$ 39.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100. AND BELOW	DIST.MANAGER				$ 40.9	$ 37.1	$ 45.5	$ 53.8
	MANAGER				39.3	33.1	43.1	52.9
	VICE PRESIDENT	$ 36.9	$ 0.0	$ 36.9		33.1	41.4	49.7
	ASST. V.P./DIR	29.7	0.8	30.5		27.8	34.1	40.3
	NO IN POSITION: 11							
$ 13.8	WEIGHTED GROUP AVG:	$ 34.5	$ 0.3	$ 34.8	$ 40.7			
NO SCOPE REPORTED					$ 35.4			
	NO IN POSITION: 12							
$ 13.8	POSITION AVERAGE:	$ 34.5	$ 0.3	$ 34.8	$ 40.1			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0	MANAGER				$ 49.7	$ 33.1	$ 43.1	$ 52.9
AND BELOW	ASST. V.P./DIR	$ 46.5	$ 5.9	$ 52.4		37.3	45.4	53.4
	ASST. V.P./DIR	45.5	3.8	49.3		36.6	43.0	49.5
	MANAGER	44.3	8.5	52.8		47.6	58.3	69.0
	MANAGER	44.0	0.0	44.0		36.6	45.7	54.9
	ASST. V.P./DIR	43.4	1.2	44.6				
	ASST. V.P./DIR				43.3	33.2	42.3	51.5
	ASST. V.P./DIR				41.2	33.1	40.6	48.0
	VICE PRESIDENT	40.9	0.0	40.9				
	VICE PRESIDENT				39.8			
	REG. V.P./MGR.				39.0	36.0	44.1	52.1
	ASST. V.P./DIR	36.8	0.0	36.8		30.7	38.4	46.0
	MANAGER				30.4	23.4	30.3	34.8
	NO IN POSITION: 80							
$ 142.9	WEIGHTED GROUP AVG;	$ 43.3	$ 4.3	$ 47.6	$ 36.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #1 - NORTHEAST

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER				$ 43.3	$ 37.1	$ 45.5	$ 53.8
	MANAGER	$ 39.4	$ 3.8	$ 43.2		33.7	42.1	50.5
	MANAGER	37.8	1.8	39.6		34.6	46.1	57.6
	VICE PRESIDENT	32.3	2.9	35.2		23.9	29.4	34.9
					31.5			
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 36.4	$ 3.1	$ 39.5	$ 37.4			
	NO IN POSITION: 102							
$ 142.9	POSITION AVERAGE:	$ 41.4	$ 3.9	$ 45.3	$ 36.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$375.0 AND BELOW	DIV. V.P./MGR.				$ 58.3	$ 49.2	$ 60.1	$ 71.0
	MANAGER				53.1	35.2	45.8	56.2
	MANAGER	$ 49.9	$ 0.0	$ 49.9		36.6	45.7	54.9
	VICE PRESIDENT	48.7	0.0	48.7				
	ASST. V.P./DIR	45.5	6.0	51.5		37.3	45.4	53.4
	VICE PRESIDENT				44.9	33.2	42.3	51.5
	MANAGER	44.8	8.4	53.2		47.6	58.3	69.0
	ASST. V.P./DIR	43.1	1.5	44.6				
	VICE PRESIDENT				42.9	34.6	42.4	50.2
	VICE PRESIDENT	42.7	0.0	42.7		35.8	44.7	53.6
	MANAGER				34.3	23.4	30.3	34.8
	NO IN POSITION: 25							
$ 103.9	WEIGHTED GROUP AVG:	$ 45.2	$ 3.9	$ 49.1	$ 44.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 60.0	$ 5.3	$ 65.3		$ 41.7	$ 52.1	$ 62.6
	MANAGER				$ 49.2	37.1	45.5	53.8
	MANAGER	45.5	2.2	47.7		34.6	46.1	57.6
					38.0			
	ASST. V.P./DIR	33.4	3.4	36.8		23.9	29.4	34.9
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 46.0	$ 3.0	$ 49.0	$ 41.7			
	NO IN POSITION: 33							
$ 103.9	POSITION AVERAGE:	$ 45.4	$ 3.7	$ 49.1	$ 43.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	MANAGER	$ 49.1	$ 0.0	$ 49.1		$ 36.6	$ 45.7	$ 54.9
	MANAGER				$ 48.7	35.2	45.8	56.2
	ASST. V.P./DIR	48.5	5.8	54.3		37.3	45.4	53.4
	VICE PRESIDENT				45.1	33.2	42.3	51.5
	ASST. V.P./DIR				44.4	33.1	40.6	48.0
	MANAGER	42.7	8.2	50.9		39.8	48.4	57.0
	MANAGER	40.7	0.0	40.7		33.1	41.4	49.7
	ASST. V.P./DIR	37.7	1.4	39.1				
	VICE PRESIDENT	37.4	0.0	37.4				
	MANAGER				37.3	23.4	30.3	34.8
	GROUP EXEC.				37.0	30.3	37.0	43.7
	ASST. V.P./DIR				31.5	27.8	34.1	40.3
	NO IN POSITION: 31							
$ 46.3	WEIGHTED GROUP AVG:	$ 43.1	$ 3.6	$ 46.7	$ 40.4			
NO SCOPE REPORTED	MANAGER				$ 48.7	$ 37.1	$ 45.5	$ 53.8
	MANAGER	$ 42.5	$ 1.8	$ 44.3		34.6	46.1	57.6
	ASST. V.P./DIR	38.2	4.6	42.8		23.9	29.4	34.9
	MANAGER	36.6	4.1	40.7		33.7	42.1	50.5
					30.2			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 38.8	$ 3.5	$ 42.3	$ 36.4			
	NO IN POSITION: 40							
$ 46.3	POSITION AVERAGE:	$ 41.8	$ 3.5	$ 45.3	$ 39.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	MANAGER				$ 45.7	$ 33.1	$ 43.1	$ 52.9
	MANAGER	$ 44.8	$ 0.0	$ 44.8		36.6	45.7	54.9
	ASST. V.P./DIR	44.0	4.9	48.9		37.3	45.4	53.4
	ASST. V.P./DIR	41.9	1.4	43.3				
	VICE PRESIDENT				39.6	34.6	42.4	50.2
	VICE PRESIDENT	35.5	0.0	35.5				
	MANAGER				29.1	23.4	30.3	34.8
	NO IN POSITION: 8							
$ 97.5	WEIGHTED GROUP AVG:	$ 42.2	$ 1.3	$ 43.5	$ 38.1			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 49.3	$ 33.2	$ 42.3	$ 51.5
	MANAGER	$ 38.1	$ 3.8	$ 41.9		33.7	42.1	50.5
	DIV. V.P./MGR.	25.6	3.6	29.2		21.0	24.9	28.8
					24.1			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 31.8	$ 3.7	$ 35.6	$ 36.7			
	NO IN POSITION: 12							
$ 97.5	POSITION AVERAGE:	$ 39.2	$ 2.0	$ 41.2	$ 37.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$350.0 AND BELOW	MANAGER				$ 47.1	$ 33.1	$ 43.1	$ 52.9
	MANAGER				33.5	23.4	30.3	34.8
	NO IN POSITION: 4							
$ 238.9	WEIGHTED GROUP AVG:				$ 43.7			
NO SCOPE REPORTED	MANAGER	$ 39.5	$ 3.2	$ 42.7		$ 33.7	$ 42.1	$ 50.5
	ASST. V.P./DIR	34.9	5.3	40.2		26.2	33.8	41.3
					$ 27.8			
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 37.2	$ 4.3	$ 41.4	$ 27.8			
	NO IN POSITION: 7							
$ 238.9	POSITION AVERAGE:	$ 37.2	$ 4.3	$ 41.4	$ 40.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0	MANAGER				$ 53.9	$ 35.2	$ 45.8	$ 56.2
AND BELOW	MANAGER	$ 48.2	$ 0.0	$ 48.2		36.6	45.7	54.9
	MANAGER	47.2	8.5	55.7		47.6	58.3	69.0
	ASST. V.P./DIR	45.3	4.8	50.1		35.7	42.0	48.3
	ASST. V.P./DIR	43.7	5.2	48.9		37.3	45.4	53.4
	DIV. V.P./MGR.				42.2	38.9	47.6	56.3
	CEO/PRESIDENT				37.2			
	ASST. V.P./DIR				36.9	31.0	38.0	45.0
	VICE PRESIDENT	36.5	0.0	36.5		30.7	38.4	46.0
	DIV. V.P./MGR.				33.1	27.3	33.5	39.6
	MANAGER				27.2	23.4	30.3	34.8
	NO IN POSITION: 37							
$ 70.8	WEIGHTED GROUP AVG:	$ 46.8	$ 3.7	$ 50.5	$ 39.1			
NO SCOPE REPORTED	MANAGER				$ 42.3	$ 37.1	$ 45.5	$ 53.8
					39.8			
	ASST. V.P./DIR	$ 39.4	$ 1.4	$ 40.8				
	DIV. V.P./MGR.	29.8	4.4	34.2		23.9	29.4	34.9
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 33.0	$ 3.4	$ 36.4	$ 41.1			
	NO IN POSITION: 42							
$ 70.8	POSITION AVERAGE:	$ 44.9	$ 3.7	$ 48.6	$ 39.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND BELOW	ASST. V.P./DIR				$ 53.3	$ 33.2	$ 42.3	$ 51.5
	DIV. V.P./MGR.				52.9	38.9	47.6	56.3
	MANAGER	$ 52.1	$ 0.0	$ 52.1		36.6	45.7	54.9
	ASST. V.P./DIR	44.3	5.2	49.5		37.3	45.4	53.4
	ASST. V.P./DIR	41.6	4.1	45.7		32.6	38.3	44.1
	ASST. V.P./DIR	41.2	1.7	42.9				
	MANAGER				34.0	23.4	30.3	34.8
	NO IN POSITION: 11							
$ 74.1	WEIGHTED GROUP AVG:	$ 47.9	$ 1.6	$ 49.5	$ 48.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 42.1	$ 4.1	$ 46.2		$ 33.7	$ 42.1	$ 50.5
	MANAGER	39.5	1.8	41.3		34.6	46.1	57.6
					$ 33.8			
	ASST. V.P./DIR	21.8	1.1	22.9		18.6	21.4	24.3
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 37.0	$ 2.6	$ 39.6	$ 33.8			
	NO IN POSITION: 17							
$ 74.1	POSITION AVERAGE:	$ 43.4	$ 2.0	$ 45.4	$ 45.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0 AND BELOW	MANAGER	$ 44.9	$ 0.0	$ 44.9		$ 36.6	$ 45.7	$ 54.9
	ASST. V.P./DIR				$ 43.9	29.4	37.5	45.6
	ASST. V.P./DIR	41.8	4.9	46.7		37.3	45.4	53.4
	MANAGER				41.8	30.5	39.7	48.8
	EXEC. V.P.				34.3			
	NO IN POSITION: 6							
$ 43.8	WEIGHTED GROUP AVG:	$ 43.9	$ 1.6	$ 45.5	$ 40.0			
NO SCOPE REPORTED					$ 35.4			
	ASST. V.P./DIR	$ 21.8	$ 1.1	$ 22.9		$ 18.6	$ 21.4	$ 24.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 21.8	$ 1.1	$ 22.9	$ 35.4			
	NO IN POSITION: 8							
$ 43.8	POSITION AVERAGE:	$ 38.3	$ 1.5	$ 39.8	$ 38.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER
REGION 1 - NORTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1500.0 AND BELOW	C.O.O.	$165.0	$ 46.5	$211.5		$124.4	$152.1	$179.8
	EXEC. V.P.	133.0	69.7	202.7				
	C.O.O.	132.5	13.5	146.0		112.3	140.9	169.6
	BOARD OF DIR.	130.4	67.6	198.0				
	CEO/PRESIDENT	123.0	0.0	123.0				
	C.O.O.	105.5	42.3	147.8		99.6	128.8	157.9
	CEO/PRESIDENT				$102.1	71.1	88.9	106.7
	EXEC. V.P.	88.0	36.6	124.6		54.1	71.7	89.3
	CEO/PRESIDENT	76.1	23.7	99.8		78.0	98.0	118.0
	CEO/PRESIDENT	72.0	0.0	72.0		73.8	90.4	107.0
		65.0	10.5	75.5		67.2	84.0	100.9
	NO IN POSITION: 23							
$ 634.3	WEIGHTED GROUP AVG:	$110.8	$ 31.5	$142.3	$102.1			

	NO IN POSITION: 23				
$ 634.3	POSITION AVERAGE:	$110.8	$ 31.5	$142.3	$102.1

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0	EXEC. V.P.				$ 91.8	$ 64.7	$ 80.9	$ 97.0
AND ABOVE	DIV. V.P./MGR.	$ 72.1	$ 5.5	$ 77.6		58.6	73.2	87.9
	VICE PRESIDENT	65.5	10.6	76.1		52.2	65.0	77.8
	REG. V.P./MGR.	64.4	33.3	97.7		67.3	83.9	100.5
	REG. V.P./MGR.	60.5	6.5	67.0		50.6	62.5	74.4
	VICE PRESIDENT	60.5	6.1	66.6		52.8	66.0	79.3
	VICE PRESIDENT	59.3	24.0	83.3		41.7	54.2	66.7
	VICE PRESIDENT	56.4	5.7	62.1		52.8	66.0	79.3
	VICE PRESIDENT	56.1	24.1	80.2		41.7	54.2	66.7
		53.0	5.1	58.1		44.8	56.0	67.2
	ASST. V.P./DIR	35.1	0.0	35.1		23.4	30.3	34.9
	NO IN POSITION: 67							
$ 202.3	WEIGHTED GROUP AVG:	$ 62.7	$ 11.7	$ 74.4	$ 91.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #1 - NORTHEAST

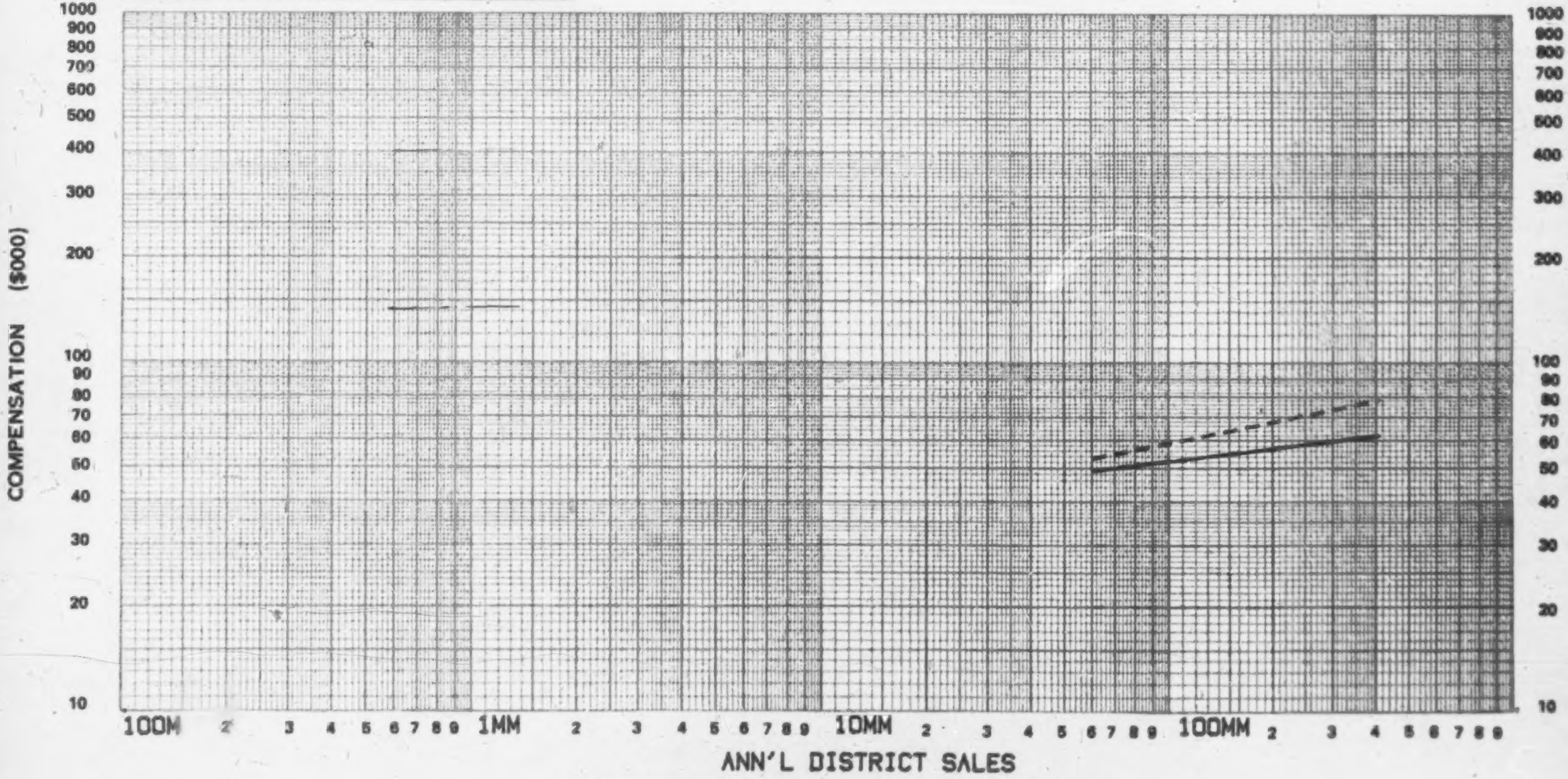
SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$149.9 AND BELOW	VICE PRESIDENT	$ 61.6	$ 6.5	$ 68.1				
	VICE PRESIDENT	61.6	6.0	67.6				
	VICE PRESIDENT	61.0	5.8	66.8				
	REG. V.P./MGR.	60.0	34.9	94.9		$ 67.3	$ 83.9	$100.5
	REG. V.P./MGR.	56.7	13.3	70.0		47.8	58.4	69.0
	VICE PRESIDENT	56.5	0.0	56.5		48.6	60.8	73.0
	C.O.O.	55.0	5.4	60.4		43.3	50.9	58.6
	VICE PRESIDENT	53.5	8.0	61.5		42.2	52.8	63.3
	REG. V.P./MGR.	52.8	14.9	67.7		47.8	58.4	69.0
	REG. V.P./MGR.	50.6	14.6	65.2		47.8	58.4	69.0
	VICE PRESIDENT	47.2	0.0	47.2				
	C.O.O.	44.2	1.7	45.9		38.6	47.3	56.0
	REG. V.P./MGR.	44.1	5.6	49.7		38.6	47.3	56.0
	ASST. V.P./DIR	32.3	0.0	32.3		23.4	30.3	34.9
	NO IN POSITION:	68						
$ 106.4	WEIGHTED GROUP AVG:	$ 53.9	$ 10.0	$ 63.9				
NO SCOPE REPORTED	GROUP EXEC.	$ 60.5	$ 9.7	$ 70.2		$ 48.8	$ 65.1	$ 81.4
	GROUP EXEC.	53.4	7.8	61.2		48.8	65.1	81.4
	NO IN POSITION:	6						
	WEIGHTED GROUP AVG:	$ 57.0	$ 8.7	$ 65.7				
	NO IN POSITION:	141						
$ 154.0	POSITION AVERAGE:	$ 58.1	$ 10.8	$ 68.9	$ 91.8			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.11	1.20
Bonus Co's Total Comp	------	0.14	1.29
Nonbonus Co's Salary	–.–.–.		



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$350.0 AND ABOVE	$ 59.9	$ 8.4	$ 68.3		$ 34.3	$ 47.8	$ 58.4	5.0	1.0	47.0	12.0	225	
				$ 58.6	48.6	59.5	70.4		1.0	47.0	3.0	B	B
	53.8	4.2	58.0		47.8	59.8	71.7	5.0	2.0	46.0	17.0	B	A
	52.0	4.2	56.2		43.2	53.2	63.1	5.0	1.0	45.0	15.0	D	D
				48.2				5.2	1.0	45.0	3.0	B	B
	47.4	9.1	56.5		38.5	47.1	55.7	5.0	1.5	50.0	17.0	B	A
	47.1	27.8	74.9		50.5	62.0	73.5	5.0	2.0	48.0	12.0	B	A
	46.9	6.8	53.7		35.6	43.2	50.7	5.0	1.0	45.0	13.0	200	A
	46.0	4.8	50.8		41.5	52.1	64.0	5.0	1.0	55.0	12.0	124	A
	45.5	0.0	45.5		38.6	48.3	58.0	5.0	1.0	45.0		E	E
	44.6	0.0	44.6					5.0		40.0			
	43.3	0.0	43.3		37.9	43.3	48.6	5.0	1.0	45.0			
	42.4	0.0	42.4		33.2	42.3	51.5	5.0	1.0	48.0	20.0	230	A
	40.8	4.2	45.0		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	39.4	4.1	43.5		35.0	43.8	52.5	5.0	1.0	45.0	15.0	250	A
	38.6	12.0	50.6		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
	38.5	12.5	51.0		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
NO. IN POS: 541													
$ 480.0 WT'D AVG:	$ 48.0	$ 6.4	$ 54.4	$ 55.4									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$349.9	$ 49.1	$ 10.3	$ 59.4		$ 34.3	$ 47.8	$ 58.4	5.0	1.0	47.0	12.0	225	
TO	47.8	4.2	52.0		36.9	43.4	49.9	5.0	2.0	45.0	11.0	225	225
$250.0	44.4	8.8	53.2		36.0	44.1	52.1	5.0	1.5	50.0	17.0	B	A
	44.1	3.3	47.4		35.4	41.6	47.8	5.0	2.0	45.0	11.0	225	225
				$ 43.5				5.0	1.0	50.0	17.5	175	A
	43.3	0.0	43.3		37.9	43.3	48.6	5.0	1.0	45.0			
	43.0	5.1	48.1		38.4	44.6	50.8	5.0	1.0	55.0	12.0	124	A
	43.0	0.0	43.0		35.8	44.7	53.6	5.0	1.0	45.0		E	E
				42.8	36.4	44.6	52.7	5.2	1.0	45.0	3.0	B	B
	42.2	4.3	46.5		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	40.0	0.0	40.0		33.1	41.4	49.7	5.0	1.0	45.0		E	E
	39.5	0.0	39.5		29.4	40.5	51.5	5.0	1.0	48.0	20.0	230	A
				37.0				5.0	3.0	50.0	30.0	175	A
	35.0	5.3	40.3		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	34.0	5.3	39.3		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 154													
$ 272.4 WT'D AVG:	$ 42.0	$ 3.5	$ 45.5	$ 42.2									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 55.9	$ 17.4	$ 73.3					5.0	2.0	50.0	17.0	200	A
TO	46.9	15.1	62.0					5.0	2.0	50.0	17.0	200	A
$175.0	44.3	4.3	48.6		$ 33.0	$ 40.0	$ 46.8	5.0	1.0	45.0	13.0	200	A
	44.3	15.8	60.1		47.6	58.3	69.0	5.0	2.0	48.0	12.0	B	A
				$ 43.5				5.0	1.0	50.0	17.5	175	A
	43.3	7.6	50.9		33.8	41.3	48.7	5.0	1.5	50.0	17.0	B	A
	42.6	0.0	42.6					5.0		40.0			
	41.1	2.3	43.4		33.0	40.0	46.8	5.0	1.0	45.0	13.0	200	A
	40.5	3.1	43.6		35.4	41.6	47.8	5.0	2.0	45.0	11.0	225	225
	40.2	4.1	44.3		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	39.0	3.8	42.8		35.6	41.3	47.1	5.0	1.0	55.0	12.0	124	A
	35.2	6.7	41.9		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
	34.8	4.4	39.2		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
	34.4	0.0	34.4		29.4	34.4	39.5	5.0	1.0	45.0			
	34.4	4.8	39.2		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
NO. IN POS: 230													
$ 210.9 WT'D AVG:	$ 41.5	$ 7.8	$ 49.3	$ 43.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX♦	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9	$ 51.1	$ 13.7	$ 64.8		$ 34.3	$ 47.8	$ 58.4	5.0	1.0	47.0	12.0	225	
TO	48.9	15.6	64.5					5.0	2.0	50.0	17.0	200	A
$125.0	46.4	15.0	61.4					5.0	2.0	50.0	17.0	200	A
	42.0	9.6	51.6		39.8	48.4	57.0	5.0	2.0	48.0	12.0	B	A
	41.9	7.5	49.4		31.4	38.4	45.4	5.0	1.5	50.0	17.0	B	A
				$ 41.0	33.1	40.6	48.0	5.2	1.0	45.0	3.0	B	B
	39.5	0.0	39.5					5.0		40.0			
	39.5	0.0	39.5		29.4	37.5	45.6	5.0	1.0	48.0	20.0	230	A
	38.9	0.8	39.7		31.7	38.5	45.5	5.0	1.0	45.0	13.0	200	A
	38.8	2.2	41.0		33.3	39.2	45.1	5.0	2.0	45.0	11.0	225	225
	38.0	0.0	38.0		29.4	40.5	51.5	5.0	1.0	48.0	20.0	230	A
	36.0	0.0	36.0		33.1	41.4	49.7	5.0	1.0	45.0		E	E
	34.9	0.0	34.9		30.7	38.4	46.1	5.0	1.0	45.0		E	E
	32.0	2.6	34.6		27.8	34.1	40.3	5.5	1.0	50.0	3.0	A	A
	31.9	4.3	36.2		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	31.7	0.0	31.7					5.0		40.0			
	30.8	3.9	34.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 234													
$ 144.2 WT'D AVG:	$ 39.5	$ 5.5	$ 45.0	$ 41.0									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$124.9	$ 46.9	$ 15.1	$ 62.0					5.0	2.0	50.0	17.0	200	A
TO	40.3	7.2	47.5		$ 31.4	$ 38.4	$ 45.4	5.0	1.5	50.0	17.0	B	A
$75.0	39.3	4.0	43.3		38.9	48.7	58.4	5.0	2.0	51.0	30.0	200	
	39.3	7.7	47.0		39.8	48.4	57.0	5.0	2.0	48.0	12.0	B	A
	38.4	4.7	43.1		35.4	42.7	49.8	5.0	2.0	48.0	12.0	B	A
	34.4	0.0	34.4		29.4	34.4	39.5	5.0	1.0	45.0			
	34.3	3.3	37.6		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
	33.7	3.0	36.7		31.0	38.0	45.0	5.5	1.0	50.0	3.0	A	A
	33.3	0.0	33.3					5.0		40.0			
	32.2	2.1	34.3					5.0	1.0	45.0	12.0	150	D
	31.9	3.7	35.6		27.8	34.1	40.3	5.5	1.0	50.0	3.0	A	A
	27.1	3.7	30.8		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 287													
$ 105.6 WT'D AVG:	$ 35.5	$ 4.2	$ 39.7										
$74.9	$ 40.9	$ 0.0	$ 40.9					5.0		40.0			
AND BELOW	38.9	7.8	46.7		$ 31.4	$ 38.4	$ 45.4	5.0	1.5	50.0	17.0	B	A
	37.9	7.2	45.1		35.4	42.7	49.8	5.0	2.0	48.0	12.0	B	A
	37.2	8.7	45.9		31.4	38.4	45.4	5.0	1.5	50.0	17.0	B	A
	36.4	4.5	40.9		35.4	42.7	49.8	5.0	2.0	48.0	12.0	B	A
	33.9	2.8	36.7		27.8	34.1	40.3	5.5	1.0	50.0	3.0	A	A
	30.3	1.6	31.9		27.8	34.1	40.3	5.5	1.0	50.0	3.0	A	A
	28.5	1.2	29.7		27.8	34.1	40.3	5.5	1.0	50.0	3.0	A	A
	22.9	0.0	22.9					5.0		40.0			
NO. IN POS: 58													
$ 59.8 WT'D AVG:	$ 36.6	$ 5.5	$ 42.1										

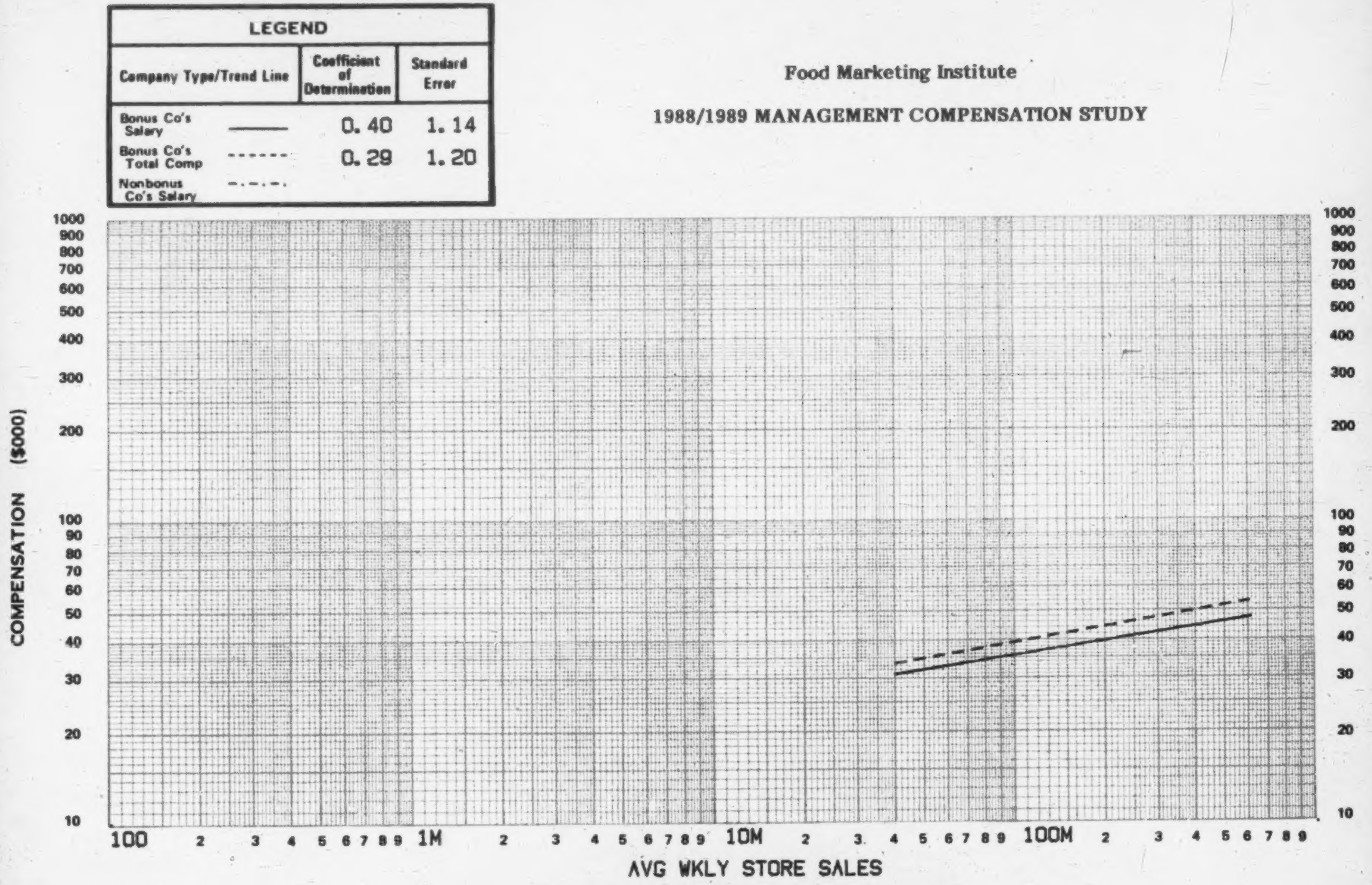
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 49.8	$ 12.6	$ 62.4		$ 41.0	$ 52.7	$ 64.3	5.0	1.0	45.0	6.0	240	A
	44.2	7.0	51.2		39.0	47.5	56.0	5.0	1.0	45.0	6.0	240	A
	42.3	3.3	45.6		38.0	45.0	52.0	5.0	1.0	45.0	6.0	240	A
	39.0	5.4	44.4		38.0	45.0	52.0	5.0	1.0	45.0	6.0	240	A
NO. IN POS: 41 WT'D AVG:	$ 46.3	$ 9.1	$ 55.4										
NO. IN POS: 1545 POSITION AVG: $ 277.7	$ 42.3	$ 5.8	$ 48.1	$ 50.5									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #46 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0	$ 39.9	$ 2.2	$ 42.1		$ 35.0	$ 43.8	$ 52.5	5.0	2.0	46.0	17.0	B	A
AND ABOVE	37.7	1.5	39.2		33.7	37.9	42.1	5.0	2.0	45.0	1.0	225	225
	37.0	2.8	39.8		34.3	40.3	46.3	5.0	2.0	47.0	24.0	95	A
	37.0	1.8	38.8		32.2	39.3	46.4	5.0	1.0	45.0	15.0	D	D
				$ 36.8	32.2	35.9	39.5	5.0	2.0	45.0	13.0	175	A
	35.5	1.4	36.9		32.0	36.0	40.0	5.0	2.0	45.0	10.0	225	225
				35.3	30.1	36.9	43.6	5.2	1.5	45.0	44.0	B	B
	35.1	1.7	36.8		32.3	40.4	48.4	5.0	2.0	51.0	30.0	175	
	35.1	5.4	40.5		33.4	40.1	46.8	5.0	4.0	48.0	12.0	B	A
	34.4	1.7	36.1		32.3	40.4	48.4	5.0	2.0	51.0	30.0	175	
	34.0	2.6	36.6		31.2	36.6	42.1	5.0	2.0	47.0	24.0	95	A
	33.6	3.1	36.7		29.4	36.8	44.1	5.0	1.0	45.0	18.0	250	A
				33.4				5.0	4.0	50.0	17.5	175	A
	33.3	0.0	33.3		28.5	33.3	38.2	5.0	1.0	45.0			
	33.3	0.0	33.3		28.5	33.3	38.2	5.0	1.0	45.0			
				33.0				5.0	4.0	50.0	17.5	175	A
				31.5	23.4	29.2	35.0	5.0	4.0	48.0	20.0	205	A
	31.1	0.0	31.1		27.6	29.4	31.2	5.0	1.0	45.0	12.0	E	E
				30.5					5.0	2.0	20.0	175	A
				30.2	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
	30.0	0.0	30.0		27.0	28.9	30.7	5.0	1.0	45.0	12.0	E	E
				29.6	23.4	29.2	35.0	5.0	4.0	48.0	20.0	205	A
	28.6	2.8	31.4		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				27.3	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
	26.4	2.7	29.1		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				25.4				5.0		40.0			
NO. IN POS: 703													
$ 411.0 WT'D AVG:	$ 36.7	$ 2.1	$ 38.8	$ 32.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

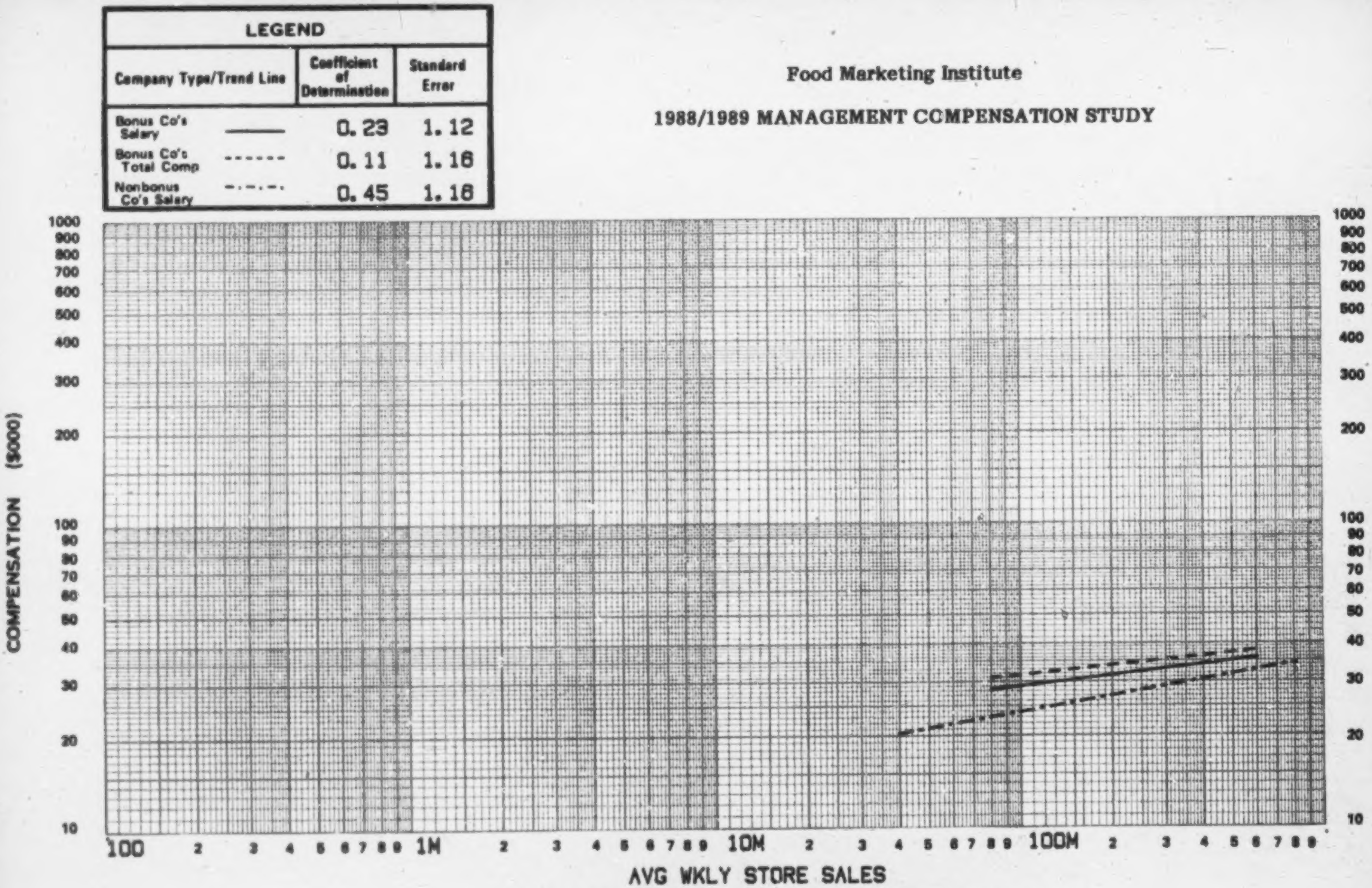
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 38.0	$ 9.3	$ 47.3					5.0	3.0	50.0	17.0	200	A
TO				$ 37.0	$ 31.2	$ 34.6	$ 38.0	5.0	2.0	45.0	13.0	175	A
$150.0				36.2	31.2	34.6	38.0	5.0	2.0	45.0	13.0	175	A
	34.7	7.9	42.6					5.0	3.0	50.0	17.0	200	A
	34.6	7.9	42.5					5.0	3.0	50.0	17.0	200	A
	34.0	3.1	37.1		31.4	37.6	43.8	5.0	4.0	48.0	12.0	B	A
	33.0	0.9	33.9		32.0	36.0	40.0	5.0	2.0	45.0	10.0	225	225
	32.0	2.4	34.4		31.2	36.6	42.1	5.0	2.0	47.0	24.0	95	A
				30.5	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
	30.3	0.0	30.3		21.3	25.1	29.0	5.0	1.0	45.0			
	29.5	0.0	29.5		27.0	28.9	30.7	5.0	1.0	45.0	12.0	E	E
				28.9	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
	25.5	2.7	28.2		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				25.1	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
				22.7				5.0		40.0			
				21.1				5.0		40.0			
NO. IN POS: 149													
$ 203.8 WT'D AVG:	$ 31.9	$ 2.8	$ 34.7	$ 27.7									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 36.7	$ 1.8	$ 38.5		$ 32.3	$ 40.4	$ 48.4	5.0	2.0	51.0	30.0	175	
AND BELOW	34.3	7.9	42.2					5.0	3.0	50.0	17.0	200	A
	32.0	7.6	39.6					5.0	3.0	50.0	17.0	200	A
	30.5	0.8	31.3		30.3	34.1	37.9	5.0	2.0	45.0	10.0	225	225
	30.3	0.0	30.3		21.3	25.1	29.0	5.0	1.0	45.0			
				$ 28.8	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
				28.3	25.0	30.6	36.3	5.0	2.0	50.0	40.0	A	A
	28.1	0.0	28.1		26.5	27.6	28.6	5.0	1.0	45.0	12.0	E	E
				25.2				5.0		40.0		E	E
	25.2	2.7	27.9		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				24.5	22.5	27.5	32.6	5.0	2.0	50.0	40.0	A	A
				23.5				5.0		40.0			
				22.9	22.5	27.5	32.6	5.0	2.0	50.0	40.0	A	A
	22.8	1.5	24.3		19.1	22.7	26.3	5.0	2.0	45.0	20.0	112	112
				21.5				5.0		40.0			
				19.8				5.0		40.0			
				17.7				5.0		40.0			
NO. IN POS: 221													
$ 109.8 WT'D AVG:	$ 29.7	$ 2.7	$ 32.4	$ 24.5									
NO SCOPE	$ 35.0	$ 3.3	$ 38.3		$ 31.0	$ 36.0	$ 41.0		5.0	43.0	12.0	240	A
REPORTED	34.1	1.7	35.8		29.0	33.0	37.0		5.0	43.0	12.0	240	A
	33.0	2.3	35.3		29.0	34.0	39.0		5.0	43.0	12.0	240	A
NO. IN POS: 38													
WT'D AVG:	$ 34.0	$ 2.7	$ 36.7										
NO. IN POS: 1111													
$ 320.2 POSITION AVG:	$ 35.6	$ 2.3	$ 37.9	$ 28.2									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.23	1.12
Bonus Co's Total Comp	------	0.11	1.16
Nonbonus Co's Salary	-.-.-.-	0.45	1.16

SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 38.8	$ 2.2	$ 41.0		$ 32.4	$ 36.4	$ 40.5	5.0	2.0	45.0	10.0	225	225
AND ABOVE				$ 34.0									
				33.7				6.0		48.0	49.0	F	F
	32.5	0.0	32.5		30.7	32.5	34.3	5.5	1.0	45.0	12.0	E	E
				32.2				5.5	1.0	40.0	15.0	E	E
	30.3	0.0	30.3		25.6	30.3	35.1						
				27.5				5.0		40.0		E	E
				27.1				5.0	1.0	40.0	3.0	E	E
				26.0				5.0	1.0	40.0	3.0	E	F
				21.9	20.8	22.1	23.4	5.0	2.0	40.0			E
NO. IN POS: 257													
$ 60.0 WT'D AVG:	$ 31.8	$ 0.2	$ 32.0	$ 32.7									
$49.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	E
TO	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
$30.0	36.8	1.1	37.9		$ 30.8	$ 34.6	$ 38.5	5.0	2.0	45.0	10.0	225	225
	36.1	0.9	37.0		30.8	34.6	38.5	5.0	2.0	45.0	10.0	225	225
				$ 33.7				5.0		44.0	26.0	F	F
				33.7				5.0		44.0	26.0	F	F
	31.4	0.0	31.4		29.1	31.0	32.8	5.5	1.0	45.0	12.0	E	E
	30.5	0.0	30.5		28.6	30.2	31.7	5.5	1.0	45.0	12.0	E	E
	30.3	0.0	30.3		25.6	30.3	35.1						
				27.1				5.0	1.0	40.0	3.0	E	E
				27.1				5.0	1.0	40.0	3.0	E	E
				25.1				5.0		40.0		E	E
				23.2	20.8	22.1	23.4	5.0	2.0	40.0			E
NO. IN POS: 107													
$ 38.3 WT'D AVG:	$ 32.5	$ 0.4	$ 32.9	$ 26.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	E
TO	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
$20.0	37.7	3.3	41.0					5.0	1.0	41.0	12.0	F	E
	33.9	0.5	34.4		$ 29.1	$ 32.8	$ 36.4	5.0	2.0	45.0	10.0	225	225
	27.6	0.0	27.6		23.8	27.6	31.4						
				$ 26.9				5.0	1.0	45.0	26.0	E	E
				26.8				5.0	1.0	40.0	3.0	E	E
				26.0				5.0	1.0	40.0	3.0	E	E
				24.7				5.0		40.0		E	E
				24.1				5.0		40.0		E	E
				23.5	20.8	22.1	23.4	5.0	2.0	40.0			E
NO. IN POS: 204													
$ 22.8 WT'D AVG:	$ 33.0	$ 1.7	$ 34.7	$ 26.0									
$19.9	$ 37.7	$ 3.3	$ 41.0					5.0	1.0	41.0	12.0	F	
AND BELOW	28.0	0.0	28.0		$ 27.6	$ 28.9	$ 30.2	5.5	1.0	45.0	12.0	E	E
	27.6	0.0	27.6		23.8	27.6	31.4						
				$ 26.8				5.0	1.0	40.0	3.0	E	F
				24.1	20.8	22.1	23.4	5.0	2.0	40.0			E
				23.3	20.8	22.1	23.4	5.0	2.0	40.0			E
				23.0				5.0		40.0		E	E
				22.8				5.0	1.0	40.0	3.0	E	F
				22.8				5.0	1.0	40.0	3.0	E	E
NO. IN POS: 82													
$ 13.9 WT'D AVG:	$ 28.5	$ 0.3	$ 28.8	$ 23.8									

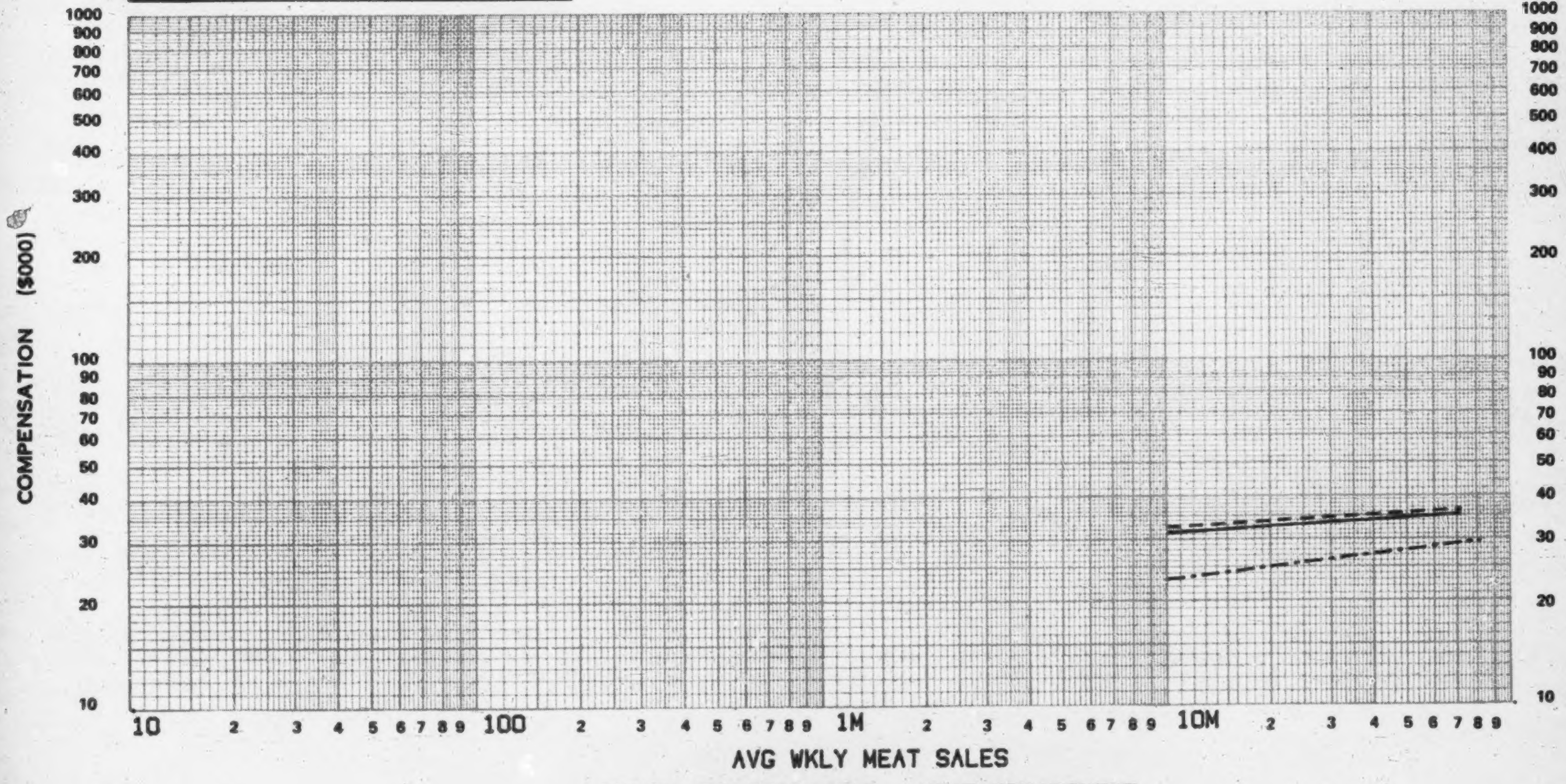
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED		$ 48.5	$ 1.2	$ 49.7					5.0	1.0	44.0	8.0		2.5
		48.2	1.7	49.9					5.0	1.0	44.0	8.0		2.5
		47.8	2.0	49.8					5.0	1.0	44.0	8.0		2.5
		43.5	6.5	50.0					5.0	1.0	44.0	8.0		2.5
		42.6	1.3	43.9					5.0	1.0	44.0	8.0		2.5
		36.0	1.8	37.8					5.0	1.0	40.0	12.0	E	E
					$ 35.8				5.0		40.0		F	E
		35.0	1.6	36.6					5.0	1.0	40.0	12.0	E	E
					34.1				5.0	1.0	43.0	12.0	E	E
		34.0	1.8	35.8					5.0	1.0	40.0	12.0	E	E
		34.0	1.8	35.8					5.0	1.0	40.0	12.0	E	E
NO. IN POS: 209	WT'D AVG:	$ 39.6	$ 1.8	$ 41.4	$ 35.4									
NO. IN POS: 859 $ 39.0	POSITION AVG:	$ 33.8	$ 0.8	$ 34.6	$ 30.2									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.07	1.13
Bonus Co's Total Comp - - - - - -	0.04	1.17
Nonbonus Co's Salary -·-·-·	0.28	1.13



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #1 - NORTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, and compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0		$ 49.4	$ 3.0	$ 52.4		$ 34.1	$ 42.7	$ 51.2
AND BELOW	MANAGER				$ 47.3	29.4	37.5	45.6
	MANAGER				47.1	29.4	37.5	45.6
	MANAGER				46.2	29.4	37.5	45.6
	MANAGER				45.7			
	MANAGER				45.7			
	MANAGER				44.2	29.4	37.5	45.6
	MANAGER				41.8			
	MANAGER				41.1	39.7	41.3	42.5
	NO IN POSITION: 177							
$ 13.9	WEIGHTED GROUP AVG:	$ 49.4	$ 3.0	$ 52.4	$ 42.3			
NO SCOPE	MANAGER	$ 51.0	$ 0.4	$ 51.4		$ 47.8	$ 48.9	$ 51.0
REPORTED	ASST. V.P./DIR	48.0	6.4	54.4		40.7	49.8	59.0
	MANAGER				$ 40.0			
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 50.0	$ 2.4	$ 52.4	$ 40.0			
	NO IN POSITION: 199							
$ 13.9	POSITION AVERAGE:	$ 49.5	$ 2.9	$ 52.4	$ 42.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #1 - NORTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises consumers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	MANAGER				$ 43.9	$ 29.4	$ 37.5	$ 45.6
AND BELOW	MANAGER				43.9	29.4	37.5	45.6
	MANAGER				43.9	29.4	37.5	45.6
	MANAGER				42.8	29.4	37.5	45.6
	MANAGER				41.6			
	MANAGER				41.6			
	MANAGER	$ 40.8	$ 0.0	$ 40.8				
	MANAGER				40.2	39.4	41.7	44.0
		40.0	2.0	42.0		31.9	39.9	47.9
	NO IN POSITION: 188							
$ 14.3	WEIGHTED GROUP AVG:	$ 40.7	$ 0.3	$ 41.0	$ 41.7			
NO SCOPE	MANAGER	$ 50.0	$ 0.2	$ 50.2		$ 45.4	$ 46.7	$ 48.0
REPORTED	MANAGER	44.0	2.2	46.2				
	MANAGER	43.0	2.2	45.2				
	MANAGER				$ 39.8			
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 45.7	$ 1.5	$ 47.2	$ 39.8			
	NO IN POSITION: 201							
$ 14.3	POSITION AVERAGE:	$ 41.0	$ 0.3	$ 41.3	$ 41.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0	SENIOR V.P.	$ 57.0	$ 0.0	$ 57.0		$ 35.5	$ 46.1	$ 56.7
AND BELOW	VICE PRESIDENT	56.7	13.6	70.3		53.3	65.8	78.3
	ASST. V.P./DIR				$ 48.0			
	SENIOR V.P.	47.0	13.0	60.0				
	EXEC. V.P.	45.5	10.3	55.8				
	SENIOR V.P.				35.8			
	NO IN POSITION: 24							
$ 819.8	WEIGHTED GROUP AVG:	$ 55.7	$ 9.4	$ 65.1	$ 38.9			
NO SCOPE	MANAGER				$ 37.7	$ 30.9	$ 38.6	$ 46.3
REPORTED		$ 33.0	$ 3.0	$ 36.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 33.0	$ 3.0	$ 36.0	$ 37.7			
	NO IN POSITION: 37							
$ 819.8	POSITION AVERAGE:	$ 54.7	$ 9.0	$ 63.7	$ 38.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$400.0 AND BELOW	SENIOR V.P.	$ 59.4	$ 10.6	$ 70.0				
	EXEC. V.P.	55.1	4.5	59.6				
	VICE PRESIDENT	54.7	10.8	65.5		$ 47.6	$ 58.3	$ 69.0
	VICE PRESIDENT	52.0	0.0	52.0		35.5	46.1	56.7
	SENIOR V.P.	47.0	10.0	57.0				
	DIV. V.P./MGR.				$ 37.0			
	ASST. V.P./DIR				32.2			
	NO IN POSITION: 33							
$ 211.2	WEIGHTED GROUP AVG:	$ 53.9	$ 7.7	$ 61.6	$ 35.4			
NO SCOPE REPORTED	VICE PRESIDENT				$ 44.7			
	MANAGER				36.5	$ 30.9	$ 38.6	$ 46.3
		$ 31.2	$ 1.8	$ 33.0				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 31.2	$ 1.8	$ 33.0	$ 37.7			
	NO IN POSITION: 43							
$ 211.2	POSITION AVERAGE:	$ 51.6	$ 7.2	$ 58.8	$ 36.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$300.0	SENIOR V.P.	$ 59.0	$ 10.6	$ 69.6				
AND BELOW	VICE PRESIDENT	49.8	10.3	60.1		$ 47.6	$ 58.3	$ 69.0
	EXEC. V.P.	49.4	8.9	58.3				
	ASST. V.P./DIR	47.2	0.0	47.2		35.5	46.1	56.7
	SENIOR V.P.	40.0	7.5	47.5				
	ASST. V.P./DIR				$ 33.2			
	DIV. V.P./MGR.				29.5			
	NO IN POSITION: 24							
$ 139.8	WEIGHTED GROUP AVG:	$ 49.0	$ 7.0	$ 56.0	$ 31.3			
NO SCOPE	VICE PRESIDENT				$ 45.6			
REPORTED	MANAGER				34.5	$ 30.9	$ 38.6	$ 46.3
		$ 23.0	$ 1.3	$ 24.3				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 23.0	$ 1.3	$ 24.3	$ 35.9			
	NO IN POSITION: 34							
$ 139.8	POSITION AVERAGE:	$ 46.6	$ 6.5	$ 53.1	$ 34.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 56.4	$ 17.2	$ 73.6		$ 47.6	$ 58.0	$ 69.0
	SENIOR V.P.	51.0	9.0	60.0				
	VICE PRESIDENT	35.6	0.0	35.6		32.2	41.9	51.6
	ASST. V.P./DIR				$ 35.4			
	DIST.MANAGER	34.3	4.0	38.3				
	DIV. V.P./MGR.				34.0			
	NO IN POSITION: 11							
$ 51.1	WEIGHTED GROUP AVG:	$ 41.4	$ 5.1	$ 46.5	$ 34.6			
NO SCOPE REPORTED	VICE PRESIDENT				$ 37.7			
	MANAGER				32.1	$ 23.4	$ 29.3	$ 35.1
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:				$ 32.6			
	NO IN POSITION: 22							
$ 51.1	POSITION AVERAGE:	$ 41.4	$ 5.1	$ 46.5	$ 33.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	VICE PRESIDENT	$ 48.3	$ 6.3	$ 54.6				
	VICE PRESIDENT	46.3	0.0	46.3		$ 35.5	$ 46.1	$ 56.7
	SENIOR V.P.	46.0	12.0	58.0				
	GROUP EXEC.	40.7	2.1	42.8				
	EXEC. V.P.	38.4	5.2	43.6				
	ASST. V.P./DIR				$ 32.4			
	SENIOR V.P.				28.6			
	NO IN POSITION: 15							
$ 71.6	WEIGHTED GROUP AVG:	$ 45.1	$ 2.6	$ 47.7	$ 29.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 43.5	$ 6.7	$ 50.2		$ 42.3	$ 51.6	$ 60.8
	MANAGER				$ 33.6	30.9	38.6	46.3
	VICE PRESIDENT				27.3			
		25.3	1.3	26.6				
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 39.5	$ 5.5	$ 45.0	$ 32.7			
	NO IN POSITION: 31							
$ 71.6	POSITION AVERAGE:	$ 42.4	$ 4.0	$ 46.4	$ 31.3			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	GROUP EXEC.	$ 50.4	$ 2.7	$ 53.1				
AND BELOW	VICE PRESIDENT	43.7	4.7	48.4		$ 39.8	$ 48.4	$ 56.9
	VICE PRESIDENT	42.5	6.3	48.8				
	EXEC. V.P.	39.0	6.3	45.3				
	ASST. V.P./DIR	36.0	0.0	36.0		32.2	41.9	51.6
	ASST. V.P./DIR				$ 32.9			
	NO IN POSITION: 9							
$ 41.8	WEIGHTED GROUP AVG:	$ 42.8	$ 4.3	$ 47.1	$ 32.9			
	NO IN POSITION: 9							
$ 41.8	POSITION AVERAGE:	$ 42.8	$ 4.3	$ 47.1	$ 32.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND BELOW	GROUP EXEC.	$ 41.5	$ 7.5	$ 49.0				
	VICE PRESIDENT	39.9	4.8	44.7				
	GROUP EXEC.				$ 36.6			
	ASST. V.P./DIR				34.2			
	MANAGER				33.8	$ 29.7	$ 35.3	$ 41.0
	VICE PRESIDENT				30.8			
	MANAGER	28.1	2.4	30.5				
	NO IN POSITION: 34							
$ 466.6	WEIGHTED GROUP AVG:	$ 36.2	$ 4.5	$ 40.7	$ 33.4			
NO SCOPE REPORTED	VICE PRESIDENT				$ 39.3	$ 35.5	$ 46.1	$ 56.7
	MANAGER				36.8	30.9	38.6	46.3
	DIST.MANAGER				30.1			
		$ 28.4	$ 1.8	$ 30.2				
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 28.4	$ 1.8	$ 30.2	$ 37.6			
	NO IN POSITION: 53							
$ 466.6	POSITION AVERAGE:	$ 34.7	$ 3.9	$ 38.6	$ 35.2			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0	VICE PRESIDENT				$ 37.9			
AND BELOW	VICE PRESIDENT	$ 37.2	$ 3.0	$ 40.2				
	ASST. V.P./DIR				32.7			
	MANAGER	26.3	3.6	29.9				
	NO IN POSITION: 7							
$ 39.7	WEIGHTED GROUP AVG:	$ 31.8	$ 3.3	$ 35.1	$ 34.4			
NO SCOPE	VICE PRESIDENT				$ 50.0	$ 35.5	$ 46.1	$ 56.7
REPORTED	MANAGER				37.8	30.9	38.6	46.3
		$ 27.2	$ 2.5	$ 29.7				
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 27.2	$ 2.5	$ 29.7	$ 41.9			
	NO IN POSITION: 14							
$ 39.7	POSITION AVERAGE:	$ 30.8	$ 3.2	$ 34.0	$ 39.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	VICE PRESIDENT	$ 38.5	$ 4.6	$ 43.1				
	VICE PRESIDENT				$ 34.4			
	ASST. V.P./DIR				34.0			
	MANAGER	29.8	2.4	32.2				
	NO IN POSITION: 8							
$ 16.6	WEIGHTED GROUP AVG:	$ 33.3	$ 3.3	$ 36.6	$ 34.1			
NO SCOPE REPORTED	VICE PRESIDENT				$ 41.2	$ 32.2	$ 41.9	$ 51.6
	MANAGER				37.1	30.9	38.6	46.3
		$ 28.5	$ 2.0	$ 30.5				
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 28.5	$ 2.0	$ 30.5	$ 39.2			
	NO IN POSITION: 17							
$ 16.6	POSITION AVERAGE:	$ 32.5	$ 3.1	$ 35.5	$ 37.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$40.0	VICE PRESIDENT	$ 38.1	$ 4.3	$ 42.4				
AND BELOW	ASST. V.P./DIR				$ 32.4			
	MANAGER	32.4	0.9	33.3				
	GROUP EXEC.	29.7	1.1	30.8				
	VICE PRESIDENT				26.5			
	NO IN POSITION: 11							
$ 23.2	WEIGHTED GROUP AVG:	$ 34.5	$ 2.3	$ 36.8	$ 29.5			
NO SCOPE	VICE PRESIDENT				$ 45.0	$ 35.5	$ 46.1	$ 56.7
REPORTED	MANAGER				34.6	30.9	38.6	46.3
		$ 31.5	$ 1.7	$ 33.2				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 31.5	$ 1.7	$ 33.2	$ 38.9			
	NO IN POSITION: 24							
$ 23.2	POSITION AVERAGE:	$ 34.1	$ 2.3	$ 36.4	$ 36.6			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$150.0 AND ABOVE	VICE PRESIDENT	$ 68.9	$ 22.2	$ 91.1		$ 67.3	$ 83.9	$100.5
	ASST. V.P./DIR	66.3	19.6	85.9		49.3	61.7	74.1
	VICE PRESIDENT	64.2	22.0	86.2		67.3	83.9	100.5
		63.0	3.3	66.3		51.0	64.6	78.1
	SENIOR V.P.	58.5	8.8	67.3				
	SENIOR V.P.	45.3	14.0	59.3				
	NO IN POSITION: 53							
$ 235.4	WEIGHTED GROUP AVG:	$ 65.0	$ 18.7	$ 83.7				
$149.9 AND BELOW	VICE PRESIDENT	$ 60.5	$ 17.2	$ 77.7		$ 60.0	$ 74.3	$ 88.7
	CEO/PRESIDENT	57.3	10.0	67.3				
	CEO/PRESIDENT	57.3	10.0	67.3				
	CEO/PRESIDENT	49.4	10.0	59.4				
	SENIOR V.P.				$ 45.6			
	SENIOR V.P.				41.2			
	NO IN POSITION: 14							
$ 63.2	WEIGHTED GROUP AVG:	$ 57.6	$ 13.6	$ 71.2	$ 44.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 67.1	$ 0.0	$ 67.1		$ 47.2	$ 61.4	$ 75.5
	CEO/PRESIDENT	40.3	3.5	43.8				
	CEO/PRESIDENT	31.5	1.7	33.2				
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	$ 57.2	$ 1.0	$ 58.2				
	NO IN POSITION:	76						
$ 199.4	POSITION AVERAGE:	$ 63.3	$ 15.9	$ 79.2	$ 44.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.26	1.13
Bonus Co's Total Comp	------	0.31	1.15
Nonbonus Co's Salary	-.-.-.		

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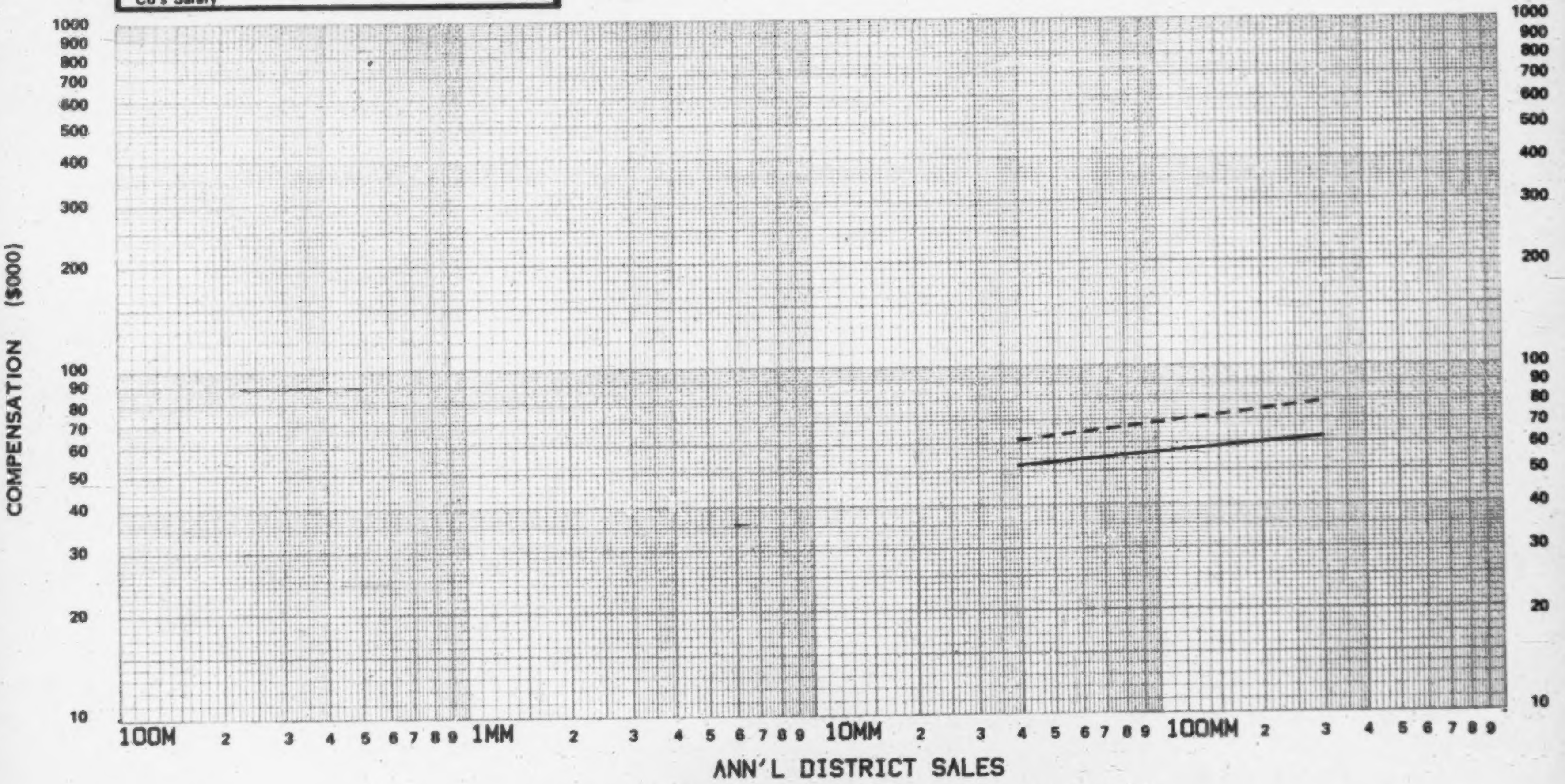
1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 53.5	$ 17.4	$ 70.9		$ 60.8	$ 71.7	$ 85.0	5.0	1.0	47.5	12.0	160	A
	50.6	7.3	57.9		41.0	49.8	58.6		.5	57.4	17.7	B	A
	44.3	2.1	46.4					5.0	2.5	50.0	13.0	150	C
	43.2	6.7	49.9		30.0	39.0	48.0	5.5		48.9	5.7	B	
	42.5	8.4	50.9					5.5	1.0	50.0	13.0	B	B
	31.3	4.4	35.7					5.5	1.0	60.0	12.0	B	D
NO. IN POS: 117													
$ 420.6 WT'D AVG:	$ 49.4	$ 13.7	$ 63.1										
$299.9 TO $150.0	$ 48.8	$ 12.4	$ 61.2		$ 59.2	$ 70.0	$ 83.3	5.0	1.0	47.5	12.0	160	A
	44.3	9.9	54.2		52.9	62.0	73.5	5.0	1.0	47.5	12.0	160	A
	40.2	2.2	42.4					5.0	2.5	50.0	13.0	150	C
	39.8	4.7	44.5		28.6	36.8	45.0	5.6		48.5	8.0	B	
	39.6	4.5	44.1					5.5	1.5	50.0	13.0	B	B
	39.3	2.0	41.3					5.0		40.0			
				$ 37.0				5.0	3.0	45.0	24.0	200	200
				34.5				5.0	3.0	45.0	24.0	200	200
NO. IN POS: 236													
$ 212.0 WT'D AVG:	$ 43.3	$ 7.0	$ 50.3	$ 35.2									
$149.9 AND BELOW	$ 43.4	$ 7.5	$ 50.9		$ 47.5	$ 54.9	$ 64.9	5.0	1.0	47.5	12.0	160	A
	38.7	5.2	43.9					5.0	2.0	50.0	13.0	B	B
	35.3	5.1	40.4		43.0	51.5	60.7	5.0	1.0	47.5	12.0	160	A
				$ 33.2				5.0	3.0	45.0	24.0	200	200
				29.1				5.0	3.0	45.0	24.0	200	200
				26.4				5.0	3.0	45.0	24.0	200	200
				25.9				5.0	3.0	45.0	24.0	200	200
NO. IN POS: 75													
$ 108.9 WT'D AVG:	$ 42.4	$ 7.2	$ 49.6	$ 30.8									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 53.1	$ 14.6	$ 67.7		$ 44.7	$ 55.8	$ 67.1	5.0	2.0	50.0	13.0	B	B
REPORTED	51.0	0.0	51.0					6.0			12.0	175	
	49.7	9.6	59.3		42.0	52.7	63.3	5.0	2.0	50.0	13.0		175
				$ 49.4	40.6	44.7	49.4	5.0	2.0	45.0	12.0	240	240
	48.2	0.0	48.2					6.0			12.0	175	
	47.5	11.8	59.3		40.6	50.7	60.8	5.0	2.0	50.0	13.0	B	B
	47.3	0.0	47.3					6.0			12.0	175	
				46.0	38.5	42.6	47.3	5.0	2.0	45.0	12.0	240	240
				44.0	35.8	40.4	44.7	5.0	2.0	45.0	12.0	240	240
	43.3	10.2	53.5		36.9	46.0	55.2	5.0	2.0	50.0	13.0	B	B
	41.8	2.0	43.8		36.4	45.2	54.0	5.0	2.0	50.0	13.0	205	205
				41.1	32.8	36.9	41.1	5.0	2.0	45.0	12.0	240	240
				41.1	32.8	36.9	41.1	5.0	2.0	45.0	12.0	240	240
	40.4	1.8	42.2		31.5	38.7	46.2	5.0	2.0	50.0	13.0	205	205
	39.2	9.0	48.2		33.4	41.7	50.1	5.0	2.0	50.0	13.0	B	B
	38.6	10.0	48.6										
	36.0	6.7	42.7										
	34.7	4.2	38.9										
	34.0	1.1	35.1										
	32.1	3.0	35.1										
	30.1	2.8	32.9										
	28.4	0.8	29.2										
	26.2	0.7	26.9										
	23.8	0.7	24.5										
	23.8	0.7	24.5										
	21.7	0.6	22.3										
NO. IN POS: 596 WT'D AVG:	$ 46.5	$ 9.2	$ 55.7	$ 45.5									
NO. IN POS: 1024 $ 250.9 POSITION AVG:	$ 46.0	$ 9.2	$ 55.2	$ 34.3									

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.43	1.09
Bonus Co's Total Comp	------	0.25	1.16
Nonbonus Co's Salary	-.-.-.		

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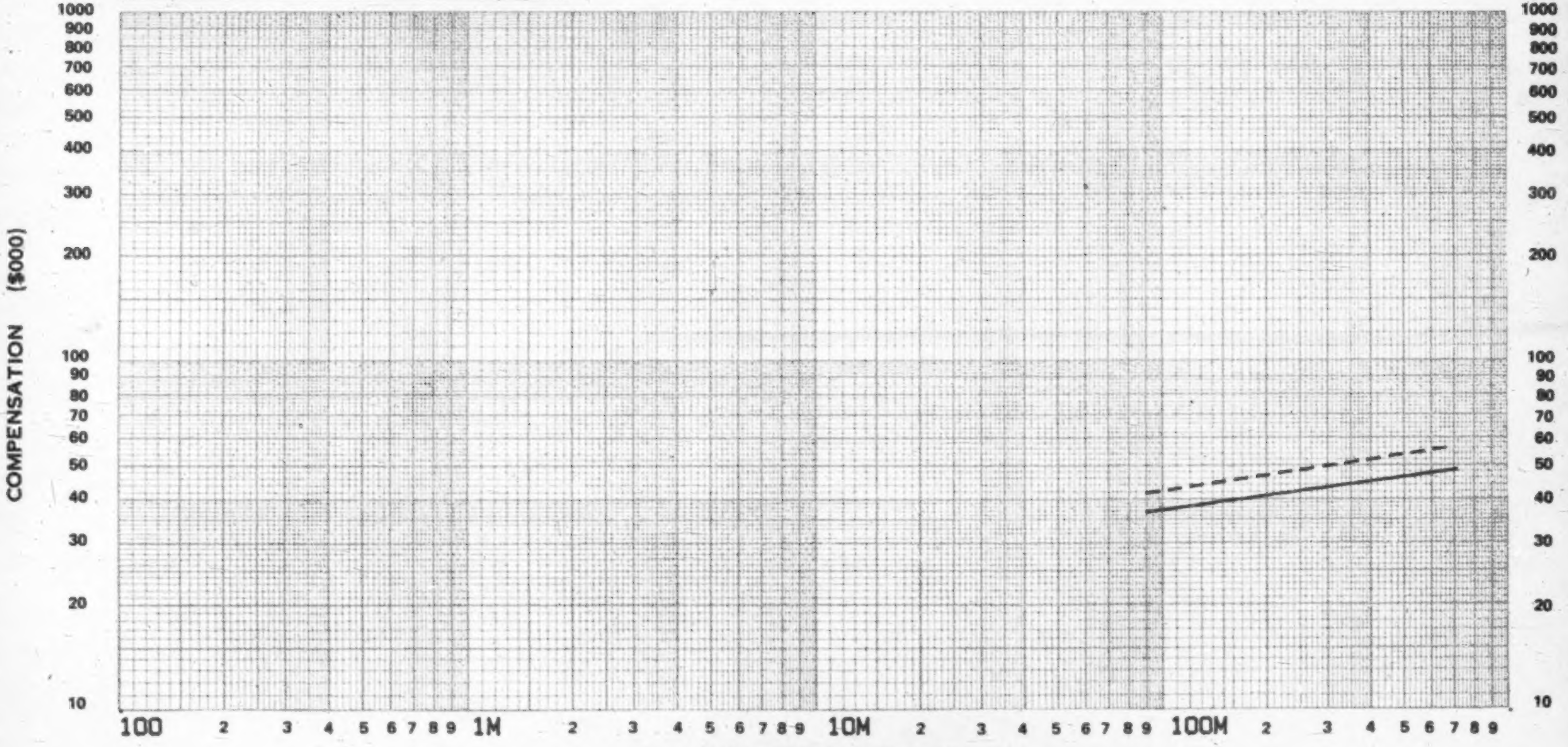
1988/1989 MANAGEMENT COMPENSATION STUDY



AVG WKLY STORE SALES

SURVEY POSITION #46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0 AND ABOVE	$ 41.5	$ 6.4	$ 47.9		$ 43.3	$ 52.1	$ 61.3	5.0	3.0	47.5	12.0	160	A
	34.9	3.6	38.5					5.0	2.0	46.0	17.0	B	B
	34.2	2.1	36.3		28.0	33.3	38.6	5.0	2.5	51.1	26.8	B	A
	34.1	2.4	36.5					5.0	2.0	46.0	21.0	B	B
	32.0	1.5	33.5					5.0	2.5	50.0	13.0	150	C
	29.6	2.6	32.2		22.1	27.6	33.0	5.4		47.4	13.5	B	
	29.0	1.0	30.0					5.0	2.5	50.0	13.0	150	C
				$ 20.6					1.0	55.0	36.0	E	F
NO. IN POS: 134													
$ 386.4 WT'D AVG:	$ 38.6	$ 5.0	$ 43.6	$ 20.6									
$249.9 TO $150.0	$ 38.6	$ 5.2	$ 43.8		$ 42.8	$ 51.6	$ 60.8	5.0	3.0	47.5	12.0	160	A
	34.5	4.6	39.1		40.7	48.4	56.9	5.0	3.0	47.5	12.0	160	A
				$ 33.0				5.0		40.0			
	28.8	1.6	30.4		22.1	27.6	33.0	5.1		47.7	11.8	B	
				27.2				5.0	3.0	45.0	24.0	180	180
				27.0				5.0	3.0	45.0	24.0	180	180
				23.3				5.0	2.5	50.0	13.0	150	C
NO. IN POS: 226													
$ 210.0 WT'D AVG:	$ 37.0	$ 4.8	$ 41.8	$ 31.7									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 32.8	$ 4.1	$ 36.9		$ 38.6	$ 45.5	$ 53.3	5.0	3.0	47.5	12.0	160	A
AND BELOW	32.5	2.5	35.0					5.0	2.0	46.0	26.0	B	B
	31.0	3.6	34.6		36.5	42.7	49.9	5.0	3.0	47.5	12.0	160	A
				$ 26.7				5.0	3.0	45.0	24.0	180	180
				23.2				5.0	3.0	45.0	24.0	180	180
				19.9				5.0	3.0	45.0	24.0	180	180
				18.4				5.0	3.0	45.0	24.0	180	180
NO. IN POS: 67													
$ 113.1 WT'D AVG:	$ 32.7	$ 4.1	$ 36.8	$ 24.6									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 43.6	$ 0.0	$ 43.6										
REPORTED	39.1	1.3	40.4		$ 28.2	$ 35.3	$ 42.5	5.0	2.0	50.0	13.0		175
				$ 34.8	30.2	33.3	37.4	5.0	2.0	45.0	12.0	240	240
				34.5	29.1	32.2	35.9	5.0	2.0	45.0	12.0	240	240
	34.4	0.7	35.1		28.2	35.3	42.5	5.0	2.0	50.0	13.0	205	205
	34.1	0.7	34.8		28.2	35.3	42.5	5.0	2.0	50.0	13.0	205	205
				31.6	27.3	30.2	33.8	5.0	2.0	45.0	12.0	240	240
				30.2									
				28.3	24.7	27.3	30.4	5.0	2.0	45.0	12.0	240	240
				28.2									
				28.1	24.7	27.3	30.4	5.0	2.0	45.0	12.0	240	240
				27.1									
				25.9									
	23.3	0.6	23.9										
				23.0									
	19.6	0.6	20.2										
	18.1	0.6	18.7										
	17.8	0.6	18.4										
	17.8	0.6	18.4										
	16.9	0.5	17.4										
NO. IN POS: 118													
WT'D AVG:	$ 36.5	$ 0.2	$ 36.7	$ 30.0									
NO. IN POS: 545													
$ 250.2 POSITION AVG:	$ 37.1	$ 3.7	$ 40.8	$ 29.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 34.6	$ 1.7	$ 36.3		$ 28.6	$ 31.9	$ 35.1	5.5		45.1	25.3	B	
AND ABOVE	34.4	1.2	35.6		26.0	29.5	35.5	5.2	.2	50.4	9.4	B	A
	30.5	1.4	31.9					5.0	2.5	50.0	13.0	A	C
				$ 28.5				5.0	1.0	40.0	13.0	E	E
				22.7				5.0		41.0	6.0	E	F
NO. IN POS: 29													
$ 64.3 WT'D AVG:	$ 33.7	$ 1.4	$ 35.1	$ 25.4									
$49.9				$ 35.0				5.3		43.0		E	E
AND BELOW	$ 31.2	$ 1.3	$ 32.5		$ 27.3	$ 30.5	$ 33.8	5.7		46.3	19.0	B	
	30.0	1.7	31.7		27.3	30.5	33.8	5.7		44.9	26.7	B	
	30.0	1.3	31.3					5.0	2.5	50.0	13.0	A	C
	29.8	1.6	31.4					5.0	2.5	50.0	13.0	A	C
				28.8				5.0	2.5	50.0	13.0	A	C
				27.6				5.0	1.0	40.0	13.0	E	E
				27.2				5.0	1.0	40.0	13.0	E	E
				26.7				5.0	1.0	40.0	13.0	E	E
				26.7				5.0	2.5	50.0	13.0	A	C
NO. IN POS: 133													
$ 30.4 WT'D AVG:	$ 30.3	$ 1.5	$ 31.8	$ 33.9									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 42.4	$ 0.0	$ 42.4										
REPORTED				$ 34.6	$ 29.4	$ 31.2	$ 33.3	5.0		45.0	12.0	E	
				33.8	28.3	29.9	31.7	5.0		45.0	12.0	E	
				32.0	26.8	28.3	29.9	5.0		45.0	12.0	E	
				30.5	26.8	28.3	29.9	5.0		45.0	12.0	E	
				30.1									
				27.9									
	26.6	0.7	27.3										
				26.1									
	25.2	0.5	25.7							40.0		145	145
				24.7									
	23.6	0.6	24.2										
	23.4	0.7	24.1										
	20.5	0.5	21.0										
NO. IN POS: 151 WT'D AVG:	$ 37.8	$ 0.1	$ 37.9	$ 29.7									
NO. IN POS: 313 POSITION AVG: $ 36.5	$ 37.0	$ 0.3	$ 37.3	$ 32.3									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, and compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$125.0	MANAGER				$ 46.4			
AND BELOW	MANAGER				45.6			
	MANAGER	$ 45.3	$ 0.0	$ 45.3		$ 32.5	$ 39.0	$ 45.5
	MANAGER				45.1			
	MANAGER				44.8			
	MANAGER	36.9	4.0	40.9				
	MANAGER				34.0			
	MANAGER				34.0			
	NO IN POSITION: 56							
$ 33.9	WEIGHTED GROUP AVG:	$ 38.1	$ 3.4	$ 41.5	$ 39.8			
NO SCOPE	ASST. V.P./DIR				$ 44.5			
REPORTED		$ 38.2	$ 0.7	$ 38.9		$ 26.2	$ 32.7	$ 39.2
		38.2	0.7	38.9		26.2	32.7	39.2
		38.2	0.7	38.9		26.2	32.7	39.2
	NO IN POSITION: 44							
	WEIGHTED GROUP AVG:	$ 38.2	$ 0.7	$ 38.9	$ 44.5			
	NO IN POSITION: 100							
$ 33.9	POSITION AVERAGE:	$ 38.2	$ 1.9	$ 40.1	$ 41.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises consumers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	MANAGER				$ 43.5			
AND BELOW	MANAGER				43.0			
	MANAGER				42.5			
	MANAGER				42.5			
	MANAGER				42.0	$ 30.4	$ 36.3	$ 42.3
	NO IN POSITION:	26						
$ 53.0	WEIGHTED GROUP AVG:				$ 42.8			
	NO IN POSITION:	26						
$ 53.0	POSITION AVERAGE:				$ 42.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND BELOW	VICE PRESIDENT	$ 68.0	$ 13.6	$ 81.6		$ 63.4	$ 78.8	$ 94.3
	DIV. V.P./MGR.	58.5	32.8	91.3				
	VICE PRESIDENT	57.0	0.0	57.0		40.0	48.8	57.5
					$ 56.3			
	ASST. V.P./DIR	53.5	11.9	65.4				
	GROUP EXEC.	51.7	15.0	66.7				
	ASST. V.P./DIR	46.3	3.6	49.9		39.7	48.3	56.8
	ASST. V.P./DIR	40.3	0.0	40.3				
	VICE PRESIDENT	36.8	1.4	38.2		28.2	35.3	42.5
		33.8	23.0	56.8				
	MANAGER				29.5	27.8	37.0	46.3
	ASST. V.P./DIR	28.2	0.9	29.1				
	NO IN POSITION: 63							
$ 139.3	WEIGHTED GROUP AVG:	$ 44.1	$ 7.0	$ 51.1	$ 30.2			
NO SCOPE REPORTED	VICE PRESIDENT				$ 39.0			
	NO IN POSITION: 64							
$ 139.3	POSITION AVERAGE:	$ 44.1	$ 7.0	$ 51.1	$ 30.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	ASST. V.P./DIR	$ 57.7	$ 16.6	$ 74.3				
	VICE PRESIDENT	55.8	11.1	66.9		$ 59.9	$ 74.2	$ 88.5
	DIV. V.P./MGR.	55.2	35.4	90.6				
	MANAGER				$ 51.9	37.6	45.4	53.1
					46.8			
	VICE PRESIDENT	46.2	2.3	48.5				
	GROUP EXEC.	46.0	8.0	54.0				
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	ASST. V.P./DIR	39.3	3.8	43.1				
	VICE PRESIDENT	37.4	1.0	38.4		28.2	35.3	42.5
	ASST. V.P./DIR	34.2	1.0	35.2				
	MANAGER				32.1	27.8	37.0	46.3
	GROUP EXEC.	29.1	0.0	29.1				
	NO IN POSITION: 47							
$ 44.0	WEIGHTED GROUP AVG:	$ 43.6	$ 6.9	$ 50.5	$ 34.4			
NO SCOPE REPORTED	MANAGER	$ 49.0	$ 4.0	$ 53.0		$ 40.0	$ 51.0	$ 61.0
	NO IN POSITION: 51							
$ 44.0	POSITION AVERAGE:	$ 44.4	$ 6.5	$ 50.9	$ 34.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0	DIV. V.P./MGR.	$ 53.7	$ 17.9	$ 71.6				
AND BELOW	VICE PRESIDENT	51.2	10.3	61.5		$ 59.9	$ 74.2	$ 88.5
	ASST. V.P./DIR	49.4	14.8	64.2				
					$ 46.8			
	GROUP EXEC.	43.9	7.0	50.9				
	ASST. V.P./DIR	43.2	1.9	45.1				
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	MANAGER				39.7	35.3	42.6	49.8
	VICE PRESIDENT	37.0	1.4	38.4		28.2	35.3	42.5
	VICE PRESIDENT	35.9	1.8	37.7				
	GROUP EXEC.	35.0	0.0	35.0		30.0	32.5	35.0
	MANAGER				31.4	27.8	37.0	46.3
	ASST. V.P./DIR	30.4	0.9	31.3				
		28.6	16.4	45.0				
	NO IN POSITION: 47							
$ 23.2	WEIGHTED GROUP AVG:	$ 41.2	$ 6.5	$ 47.7	$ 32.9			
NO SCOPE	MANAGER	$ 49.0	$ 4.0	$ 53.0		$ 40.0	$ 51.0	$ 61.0
REPORTED	ASST. V.P./DIR				$ 43.1			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 49.0	$ 4.0	$ 53.0	$ 43.1			
	NO IN POSITION: 51							
$ 23.2	POSITION AVERAGE:	$ 41.8	$ 6.3	$ 48.1	$ 33.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 55.4	$ 17.8	$ 73.2				
	DIV. V.P./MGR.	53.5	25.0	78.5				
	VICE PRESIDENT				$ 42.0	$ 39.7	$ 48.3	$ 56.8
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	ASST. V.P./DIR	31.0	0.9	31.9				
	VICE PRESIDENT	30.4	1.2	31.6		28.2	35.3	42.5
	ASST. V.P./DIR	30.2	6.8	37.0				
	DIST.MANAGER	26.0	1.3	27.3				
		20.8	3.2	24.0				
	NO IN POSITION: 18							
$ 37.8	WEIGHTED GROUP AVG:	$ 34.1	$ 5.8	$ 39.9	$ 42.0			
NO SCOPE REPORTED	VICE PRESIDENT				$ 40.5			
	MANAGER				35.0	$ 40.0	$ 51.0	$ 61.0
	MANAGER				29.6	27.8	37.0	46.3
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:				$ 31.1			
	NO IN POSITION: 29							
$ 37.8	POSITION AVERAGE:	$ 34.1	$ 5.8	$ 39.9	$ 33.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$35.0 AND BELOW	VICE PRESIDENT	$ 47.7	$ 7.2	$ 54.9		$ 47.5	$ 58.2	$ 68.9
	MANAGER				$ 45.1	33.4	40.0	46.7
	C.O.O.	42.3	1.3	43.6				
	ASST. V.P./DIR	41.6	5.2	46.8				
	DIST.MANAGER	37.7	0.6	38.3				
	VICE PRESIDENT	36.5	0.0	36.5		30.0	36.5	43.0
		35.1	4.0	39.1				
		32.5	7.8	40.3				
	ASST. V.P./DIR	29.9	1.9	31.8				
	NO IN POSITION: 10							
$ 10.2	WEIGHTED GROUP AVG:	$ 38.4	$ 3.3	$ 41.7	$ 45.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 29.4	$ 1.2	$ 30.6		$ 28.2	$ 35.3	$ 42.5
	DIST.MANAGER	25.0	1.5	26.5		25.0	30.0	38.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 28.1	$ 1.3	$ 29.4				
	NO IN POSITION: 17							
$ 10.2	POSITION AVERAGE:	$ 33.9	$ 2.4	$ 36.3	$ 45.1			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL BAKERY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$35.0	EXEC. V.P.	$ 58.3	$ 11.6	$ 69.9				
AND BELOW	MANAGER				$ 46.2	$ 33.4	$ 40.0	$ 46.7
	VICE PRESIDENT	44.9	6.8	51.7		47.5	58.2	68.9
	ASST. V.P./DIR	44.2	10.8	55.0				
	DIST.MANAGER	41.8	0.5	42.3				
	VICE PRESIDENT	40.2	0.0	40.2		30.0	36.5	43.0
	GROUP EXEC.	40.0	0.0	40.0				
	ASST. V.P./DIR	39.0	1.2	40.2				
	EXEC. V.P.				36.0			
		35.1	4.0	39.1				
		32.5	35.5	68.0				
	NO IN POSITION: 14							
$ 10.3	WEIGHTED GROUP AVG:	$ 42.0	$ 7.4	$ 49.4	$ 42.8			
NO SCOPE REPORTED	VICE PRESIDENT	$ 26.3	$ 1.0	$ 27.3		$ 26.2	$ 32.7	$ 39.2
	DIST.MANAGER	25.0	1.5	26.5		25.0	30.0	38.0
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 25.9	$ 1.2	$ 27.1				
	NO IN POSITION: 21							
$ 10.3	POSITION AVERAGE:	$ 35.8	$ 4.9	$ 40.7	$ 42.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$650.0 AND BELOW	SENIOR V.P.	$ 55.1	$ 1.6	$ 56.7				
	DIV. V.P./MGR.	52.4	46.4	98.8				
	VICE PRESIDENT				$ 51.9			
					43.4			
					39.5	$ 37.6	$ 45.4	$ 53.1
	MANAGER	36.2	4.7	40.9		34.9	43.6	52.3
	ASST. V.P./DIR	36.1	2.6	38.7				
	ASST. V.P./DIR	34.1	1.0	35.1				
	MANAGER				30.5	29.6	41.8	54.1
	NO IN POSITION: 63							
$ 108.9	WEIGHTED GROUP AVG:	$ 42.2	$ 13.8	$ 56.0	$ 33.6			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 46.4			
	VICE PRESIDENT	$ 36.3	$ 1.2	$ 37.5		$ 28.2	$ 35.3	$ 42.5
	VICE PRESIDENT				36.0	30.0	38.0	46.0
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 36.3	$ 1.2	$ 37.5	$ 42.9			
	NO IN POSITION: 75							
$ 108.9	POSITION AVERAGE:	$ 41.3	$ 11.8	$ 53.1	$ 35.1			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	ASST. V.P./DIR	$ 58.3	$ 11.6	$ 69.9				
	SENIOR V.P.	52.0	2.1	54.1				
	MANAGER	48.1	9.4	57.5		$ 43.3	$ 54.1	$ 64.9
	MANAGER				$ 44.2	39.7	48.3	56.8
					37.8			
	MANAGER				36.0	31.4	37.6	43.7
	ASST. V.P./DIR	35.8	1.1	36.9				
	MANAGER				30.0	29.6	35.5	41.4
	NO IN POSITION: 23							
$ 33.2	WEIGHTED GROUP AVG:	$ 46.4	$ 5.7	$ 52.1	$ 33.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 44.5	$ 2.0	$ 46.5		$ 36.4	$ 45.2	$ 53.9
	ASST. V.P./DIR				$ 39.3			
	VICE PRESIDENT				34.0	30.0	38.0	46.0
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 44.5	$ 2.0	$ 46.5	$ 36.7			
	NO IN POSITION: 29							
$ 33.2	POSITION AVERAGE:	$ 45.9	$ 4.8	$ 50.7	$ 33.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.	SENIOR V.P.	$ 50.0	$ 2.5	$ 52.5				
AND BELOW	MANAGER	44.6	4.4	49.0		$ 42.2	$ 51.4	$ 60.6
					$ 43.4			
	SENIOR V.P.				42.0			
	MANAGER	38.7	5.0	43.7		34.9	43.6	52.3
	ASST. V.P./DIR	33.3	1.0	34.3				
	ASST. V.P./DIR	32.2	0.6	32.8				
	NO IN POSITION: 10							
$ 32.4	WEIGHTED GROUP AVG:	$ 38.7	$ 3.1	$ 41.8	$ 42.7			
NO SCOPE	ASST. V.P./DIR				$ 42.3			
REPORTED	VICE PRESIDENT				39.0	$ 30.0	$ 38.0	$ 46.0
	MANAGER				37.7	29.7	39.6	49.5
	VICE PRESIDENT	$ 36.2	$ 1.9	$ 38.1		26.2	32.5	39.2
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 36.2	$ 1.9	$ 38.1	$ 38.9			
	NO IN POSITION: 23							
$ 32.4	POSITION AVERAGE:	$ 38.0	$ 2.8	$ 40.8	$ 39.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	SENIOR V.P.	$ 62.4	$ 1.4	$ 63.8				
AND BELOW					$ 41.6			
	ASST. V.P./DIR	39.8	2.8	42.6				
	ASST. V.P./DIR	34.1	1.0	35.1				
	NO IN POSITION: 4							
$ 28.7	WEIGHTED GROUP AVG:	$ 45.4	$ 1.8	$ 47.2	$ 41.6			
NO SCOPE	ASST. V.P./DIR				$ 47.4			
REPORTED	VICE PRESIDENT				36.0	$ 30.0	$ 38.0	$ 46.0
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:				$ 41.7			
	NO IN POSITION: 6							
$ 28.7	POSITION AVERAGE:	$ 45.4	$ 1.8	$ 47.2	$ 41.7			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0	DIV. V.P./MGR.	$ 46.3	$ 25.7	$ 72.0				
AND BELOW	MANAGER	44.4	5.8	50.2		$ 34.9	$ 43.6	$ 52.3
					$ 37.7			
	DIST.MANAGER	35.1	1.4	36.5				
	ASST. V.P./DIR	33.7	1.0	34.7				
	ASST. V.P./DIR	26.0	1.9	27.9				
	NO IN POSITION: 16							
$ 92.6	WEIGHTED GROUP AVG:	$ 41.0	$ 11.0	$ 52.0	$ 37.7			
NO SCOPE	ASST. V.P./DIR				$ 42.0			
REPORTED	VICE PRESIDENT				34.0	$ 30.0	$ 38.0	$ 46.0
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:				$ 36.7			
	NO IN POSITION: 19							
$ 92.6	POSITION AVERAGE:	$ 41.0	$ 11.0	$ 52.0	$ 36.9			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0	DIV. V.P./MGR.	$ 76.5	$ 15.3	$ 91.8		$ 71.3	$ 89.0	$106.7
AND ABOVE	DIV. V.P./MGR.	76.5	15.3	91.8		63.4	78.8	94.3
	DIV. V.P./MGR.	71.2	8.5	79.7		51.1	63.8	79.8
	ASST. V.P./DIR	69.0	22.8	91.8		49.3	61.7	74.1
	C.O.O.	68.0	31.5	99.5				
	EXEC. V.P.	67.0	20.0	87.0				
	VICE PRESIDENT	63.7	20.7	84.4		52.9	66.1	79.3
	VICE PRESIDENT	63.3	20.6	83.9		52.9	66.1	79.3
	REG. V.P./MGR.	62.5	42.3	104.8				
		61.8	3.0	64.8		51.0	64.6	78.1
	SENIOR V.P.	59.0	8.8	67.8				
	NO IN POSITION:	52						
$ 228.8	WEIGHTED GROUP AVG:	$ 66.9	$ 22.2	$ 89.1				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

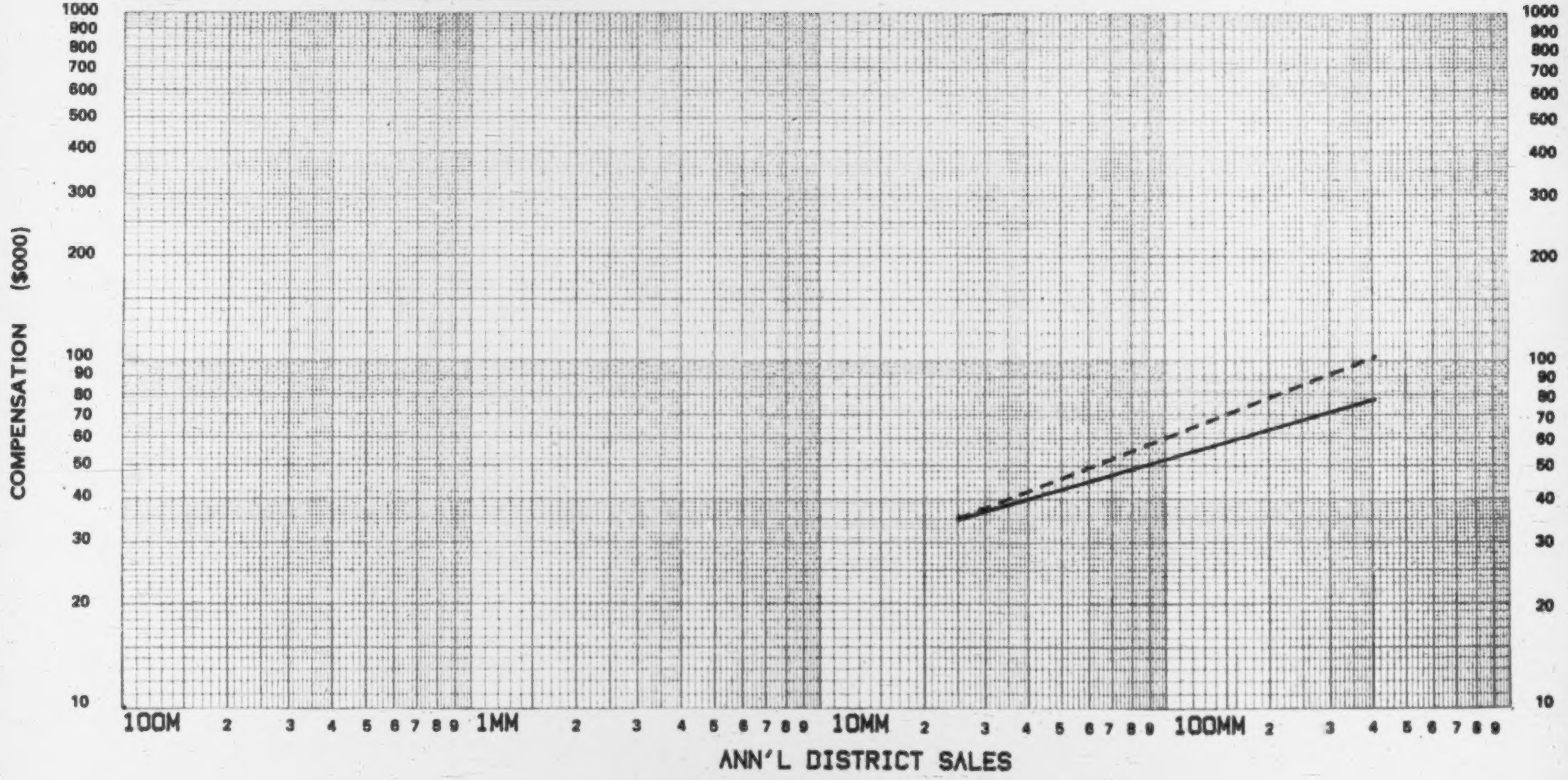
REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$174.9 AND BELOW	VICE PRESIDENT	$ 73.3	$ 14.5	$ 87.8		$ 63.4	$ 78.8	$ 94.3
	VICE PRESIDENT	71.4	14.3	85.7		63.4	78.8	94.3
	EXEC. V.P.				$ 61.3			
	VICE PRESIDENT	60.5	20.9	81.4				
	C.O.O.	60.0	0.0	60.0				
	C.O.O.	58.2	1.9	60.1				
	DIV. V.P./MGR.				53.5	60.3	75.3	90.4
	ASST. V.P./DIR	52.7	1.6	54.3				
	DIST.MANAGER	51.7	18.0	69.7				
	DIV. V.P./MGR.				48.9	60.3	75.3	90.
	GROUP EXEC.	45.0	4.7	49.7				
	GROUP EXEC.	35.6	0.0	35.6				
	GROUP EXEC.	30.4	0.0	30.4				
	GROUP EXEC.	30.4	0.0	30.4				
	NO IN POSITION: 38							
$ 99.2	WEIGHTED GROUP AVG:	$ 55.5	$ 9.1	$ 64.6	$ 54.6			
NO SCOPE REPORTED	VICE PRESIDENT				$ 63.5			
	VICE PRESIDENT	$ 60.0	$ 5.0	$ 65.0		$ 45.0	$ 56.0	$ 68.0
		38.0	3.0	41.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 52.7	$ 4.3	$ 57.0	$ 63.5			
	NO IN POSITION: 101							
$ 174.1	POSITION AVERAGE:	$ 61.9	$ 16.4	$ 78.3	$ 58.6			

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.86	1.11
Bonus Co's Total Comp	------	0.84	1.16
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0 AND ABOVE	$ 58.1	$ 12.3	$ 70.4						1.0	56.0		B	B
	54.6	10.0	64.6					5.0	2.0	55.0	12.0		
	52.7	9.8	62.5		$ 43.0	$ 47.5	$ 52.0	5.5	1.0	50.0	25.0	B	A
	52.3	10.0	62.3		43.0	47.5	52.0	5.5	1.0	50.0	2.0	B	A
	52.0	5.7	57.7		43.0	47.5	52.0	5.5	1.0	50.0	2.0	B	A
	52.0	6.0	58.0		43.0	47.5	52.0	5.5	1.0	50.0	2.0	B	A
	48.5	34.2	82.7					6.0		48.0			
	45.8	3.6	49.4					5.5	1.0	56.0		B	B
	45.7	8.7	54.4		44.7	45.7	47.0	5.5	1.5	44.0	12.0	B	A
	45.4	13.2	58.6		40.0	50.0	60.0	4.0	1.5	50.0	12.0	B	A
	43.7	5.4	49.1					5.5	3.0	55.0	4.0	100	130
	43.7	2.9	46.6					4.0	1.0	50.0		B	B
	43.5	10.6	54.1					5.5		50.0	30.0	A	A
	43.5	12.8	56.3		40.0	50.0	60.0	4.0	1.5	50.0	12.0	B	A
	43.5	39.3	82.8					5.5		50.0	30.0	A	A
	39.8	11.9	51.7		40.0	50.0	60.0	4.0	1.5	50.0	12.0	B	A
				$ 36.0	32.3	37.1	42.0	5.5	2.0	46.0	12.0	B	A
				35.7	32.0	36.5	41.0	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 404													
$ 375.9 WT'D AVG:	$ 48.3	$ 17.2	$ 65.5	$ 35.8									
$249.9 TO $200.0	$ 55.0	$ 0.0	$ 55.0					5.0		40.0		B	D
	47.7	21.3	69.0					6.0		48.0			
	44.7	7.4	52.1		$ 43.6	$ 44.7	$ 47.7	5.5	1.5	44.0	12.0	B	A
	43.7	2.9	46.6					4.0	1.0	50.0		B	B
	43.1	0.0	43.1					5.5	1.0	55.0	12.0	B	D
	42.0	12.6	54.6		40.0	50.0	60.0	4.0	1.5	50.0	12.0	B	A
	30.4	18.4	48.8		30.4	31.5	32.5	6.0		48.0	26.0	B	100
NO. IN POS: 111													
$ 240.5 WT'D AVG:	$ 46.4	$ 15.4	$ 61.8										

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$199.9	$ 55.0	$ 0.0	$ 55.0					5.0		40.0		B	D
TO	52.0	5.0	57.0		$ 43.0	$ 47.5	$ 52.0	5.5	1.0	50.0	2.0	B	A
$150.0	46.4	10.9	57.3					6.0		48.0			
	46.0	0.0	46.0					5.0		40.0		B	D
	43.8	1.3	45.1					5.0	1.0	60.0	5.0	B	B
	43.5	7.9	51.4					5.5		50.0	30.0	A	A
	43.5	5.7	49.2		42.2	43.5	43.6	5.5	1.5	44.0	12.0	B	A
	43.0	0.0	43.0					5.0		40.0		B	D
	42.4	4.9	47.3		37.7	43.2	48.6	5.5	3.0	55.0	4.0	100	130
	41.1	2.7	43.8					4.0	1.0	50.0		B	B
	41.1	0.0	41.1					5.5	1.0	55.0	12.0	B	D
	39.3	2.0	41.3					5.0		40.0			
	38.5	6.8	45.3					4.5		45.0			
	37.4	13.2	50.6		34.2	42.7	51.2	4.0	1.5	50.0	24.0	B	A
	37.3	13.1	50.4		34.7	42.7	51.2	4.0	1.5	50.0	24.0	B	A
				$ 33.1	28.5	33.2	37.8	5.5	2.0	46.0	12.0	B	A
	32.5	2.0	34.5					6.0		48.0	26.0	B	100
NO. IN POS: 260													
$ 171.4 WT'D AVG:	$ 41.3	$ 5.6	$ 46.9	$ 33.1									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 46.4	$ 6.3	$ 52.7					6.0		48.0			
TO	44.6	2.1	46.7					5.5		50.0	30.0	A	A
$100.0	41.2	4.0	45.2		$ 39.5	$ 41.2	$ 42.2	5.5	1.5	44.0	12.0	B	A
	39.0	0.0	39.0					5.5	1.0	55.0	12.0	B	D
	37.9	2.5	40.4					4.0	1.0	50.0		B	B
	37.4	2.4	39.8		36.4	38.6	40.8	5.5	3.0	55.0	4.0	100	130
	36.2	3.8	40.0		29.9	36.2	42.6	6.0		48.0	26.0	B	100
	35.9	10.1	46.0		34.2	42.7	51.2	3.0	2.5	50.0	24.0	B	A
	34.4	9.6	44.0		34.2	42.7	51.2	3.0	2.5	50.0	24.0	B	A
				$ 32.8	27.5	32.3	37.0	5.5	2.0	46.0	12.0	B	A
	30.4	3.0	33.4					6.0		48.0	26.0	B	100
	28.8	4.4	33.2		27.3	28.9	33.2	6.0		48.0	26.0	B	100
NO. IN POS: 110													
$ 127.1 WT'D AVG:	$ 38.6	$ 4.7	$ 43.3	$ 32.8									
$99.9	$ 44.3	$ 4.5	$ 48.8					6.0		48.0			
TO	43.5	8.6	52.1					5.5		50.0	30.0	A	A
$75.0	40.0	0.0	40.0					5.0		40.0		B	D
	39.1	1.0	40.1		$ 36.4	$ 41.0	$ 45.5	5.5	3.0	55.0	4.0	100	130
	39.0	4.0	43.0		37.2	39.0	42.2	5.5	1.5	44.0	12.0	B	A
	36.9	0.0	36.9					5.5	1.0	55.0	12.0	B	D
	34.2	8.3	42.5		34.2	42.7	51.2	3.0	2.5	50.0	24.0	B	A
	33.5	2.2	35.7					4.0	1.0	50.0		B	B
	32.5	7.8	40.3		34.2	42.7	51.2	3.0	2.5	50.0	24.0	B	A
	31.8	2.0	33.8		31.2	31.9	32.5	6.0		48.0	26.0	B	100
				$ 30.9	25.5	30.9	36.2	5.5	2.0	46.0	12.0	B	A
	30.4	3.0	33.4					6.0		48.0	26.0	B	100
NO. IN POS: 33													
$ 87.9 WT'D AVG:	$ 37.3	$ 3.2	$ 40.5	$ 30.9									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 51.0	$ 0.4	$ 51.4					6.0		48.0			
	43.5	8.6	52.1					5.5		50.0	30.0	A	A
	43.5	8.6	52.1					5.5		50.0	30.0	A	A
	40.0	0.0	40.0					5.0		40.0		B	D
	37.3	4.0	41.3		$ 36.1	$ 37.3	$ 38.6	5.5	1.5	44.0	12.0	B	A
	36.9	0.0	36.9					5.5	1.0	55.0	12.0	B	D
	36.5	4.0	40.5		35.9	36.5	37.1	5.5	1.5	44.0	12.0	B	A
	36.1	1.2	37.3		33.8	38.2	42.6	5.5	3.0	55.0	4.0	100	130
	33.5	2.2	35.7					4.0	1.0	50.0		B	B
	30.4	3.0	33.4					6.0		48.0	26.0	B	100
				$ 28.3	23.8	29.4	35.0	5.5	2.0	46.0	12.0	B	A
	26.0	2.8	28.8					6.0		48.0	26.0	B	100
				26.0	20.8	25.7	30.6	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 48													
$ 52.4 WT'D AVG:	$ 37.9	$ 3.5	$ 41.4	$ 27.6									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

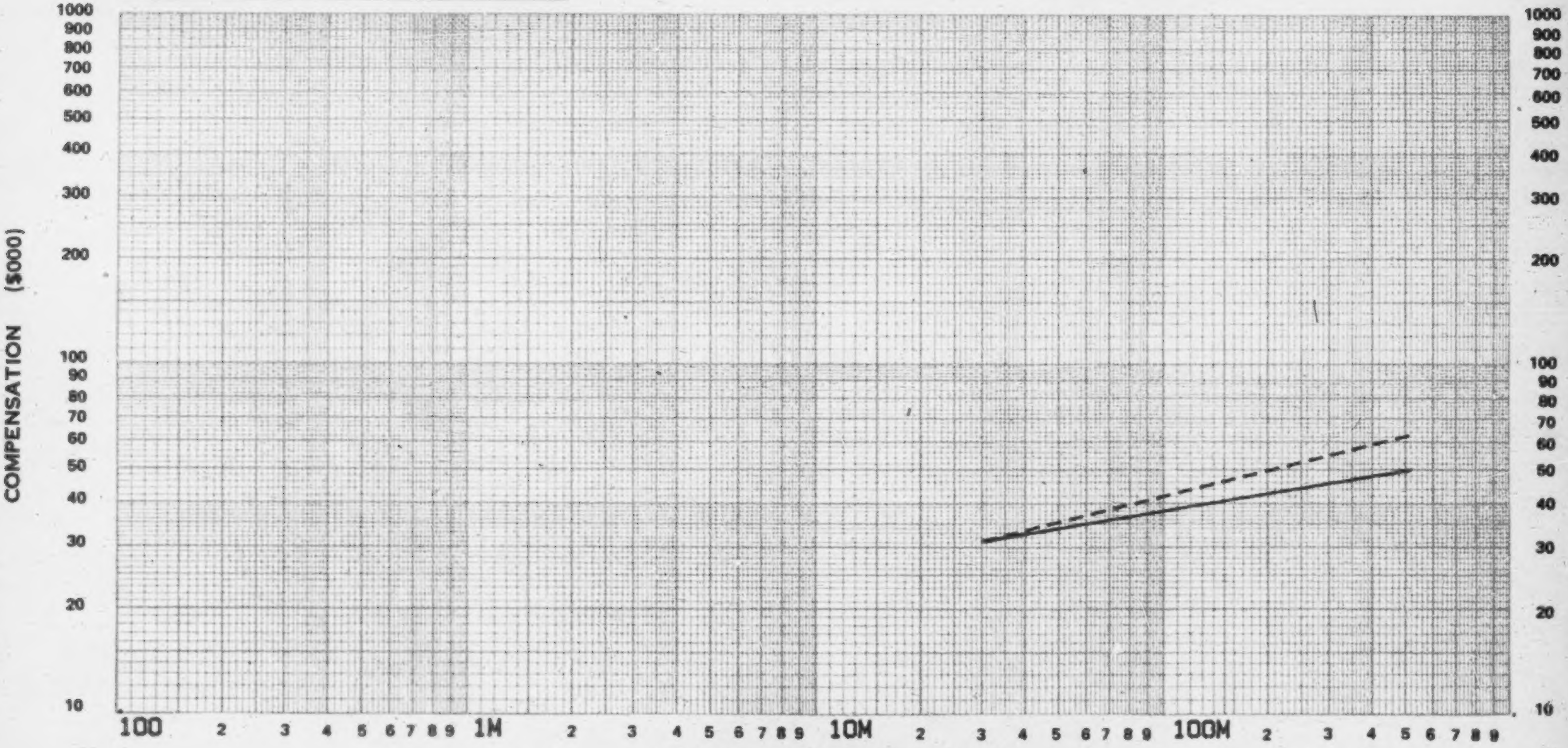
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 54.6	$ 19.0	$ 73.6		$ 44.7	$ 55.9	$ 67.1	5.0	2.0	50.0	13.0	B	B
	51.1	15.2	66.3					5.0		55.0	12.0		
	48.6	7.9	56.5					5.0		55.0	12.0		
	46.5	7.5	54.0					5.0		55.0	12.0		
	45.1	0.0	45.1					5.5	1.0	50.0	10.0		
	45.0	2.0	47.0		37.2	43.7	48.9	3.0	2.0	44.0	13.0	200	200
	44.9	11.4	56.3		40.6	50.7	60.8	5.0	2.0	50.0	13.0	B	B
	44.2	1.9	46.1		39.2	48.8	58.4	5.0	2.0	50.0	13.0	205	205
	42.4	8.2	50.6		36.9	46.0	55.2	5.0	2.0	50.0	13.0	B	B
	42.2	1.3	43.5		36.4	45.2	53.9	5.0	2.0	50.0	13.0	205	205
	41.0	2.0	43.0		35.4	41.3	45.5	3.0	2.0	44.0	13.0	200	200
	39.0	41.8	80.8					5.5	2.0	60.0	52.0	B	B
	39.0	59.0	98.0					5.5	2.0	60.0	52.0	B	B
	38.8	1.9	40.7		33.8	41.8	49.8	5.0	2.0	50.0	13.0	205	205
	38.0	2.0	40.0		33.8	39.0	42.1	3.0	2.0	44.0	13.0	200	200
	38.0	2.0	40.0		33.8	41.3	45.5	3.0	2.0	44.0	13.0	200	200
	34.0	1.0	35.0		33.8	39.0	42.1	3.0	2.0	44.0	13.0	200	200
	34.0	1.0	35.0		33.8	39.0	42.1	3.0	2.0	44.0	13.0	200	200
	26.0	6.0	32.0					6.0	4.0	50.0	2.0		
NO. IN POS: 475 WT'D AVG:	$ 46.3	$ 10.8	$ 57.1										
NO. IN POS: 1441 $ 251.0 POSITION AVG:	$ 45.1	$ 11.4	$ 56.5	$ 32.2									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.39	1.14
Bonus Co's Total Comp	------	0.55	1.16
Nonbonus Co's Salary	-.-.-.		



AVG WKLY STORE SALES

SURVEY POSITION #46 - STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 40.3	$ 10.0	$ 50.3					5.0	3.0	55.0	24.0		
	38.5	0.0	38.5					4.0	3.0	32.0	50.0	B	D
	37.4	0.0	37.4					5.5	1.0	56.0		B	B
	37.4	7.6	45.0						1.0	56.0		B	B
	35.2	5.9	41.1					5.0		48.0	40.0	A	A
	35.2	21.8	57.0					5.0		48.0	40.0	A	A
	31.3	6.9	38.2		$ 28.0	$ 35.0	$ 42.0	3.0	2.5	50.0	18.0	B	A
	31.2	0.3	31.5					5.5	4.0	59.0	22.0	75	100
				$ 31.1				4.0	1.0	45.0		E	E
	29.1	6.9	36.0		28.0	35.0	42.0	3.0	2.5	50.0	18.0	B	A
	29.0	7.2	36.2		28.0	35.0	42.0	3.0	2.5	50.0	18.0	B	A
	29.0	7.0	36.0		28.0	35.0	42.0	3.0	2.5	50.0	18.0	B	A
	27.3	1.2	28.5					6.0		48.0	26.0	B	70
				26.2				4.0	1.0	45.0		E	E
NO. IN POS: 199													
$ 373.4	WT'D AVG: $ 34.9	$ 9.4	$ 44.3	$ 30.4									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9 TO $100.0	$ 38.5	$ 0.0	$ 38.5					4.0	3.0	32.0	50.0	B	D
	35.9	0.0	35.9					5.5	5.0	55.0	36.0	B	D
	35.2	1.3	36.5					5.0		48.0	40.0	A	A
	35.2	4.7	39.9					5.0		48.0	40.0	A	A
	35.0	0.0	35.0					4.0	3.0	32.0	50.0	B	D
	34.3	0.0	34.3					5.5	5.0	55.0	36.0	B	D
				$ 33.0				5.0		40.0			
	31.5	0.0	31.5					4.0	3.0	32.0	50.0	B	D
				29.2	$ 18.0	$ 20.8	$ 23.5	5.5	2.0	4.6	17.0	B	A
	29.2	2.0	31.2					5.5	1.5	44.0	12.0	B	A
	29.2	0.9	30.1					5.0	1.0	48.0	24.0	B	B
				29.0				4.0	1.0	45.0		E	E
				28.8				4.0	1.0	45.0		E	E
	28.6	3.8	32.4					6.0		48.0	26.0	B	70
	28.0	0.9	28.9		23.4	28.2	33.0	5.5	4.0	59.0	22.0	75	100
	27.3	1.7	29.0					6.0		48.0	26.0	B	70
				27.2	21.0	26.3	31.5	5.5	2.0	4.6	17.0	B	A
	26.6	0.7	27.3		24.7	27.9	31.0	5.5	4.0	59.0	22.0	75	100
	26.6	4.4	31.0		26.0	26.6	27.3	6.0		48.0	26.0	B	70
	25.0	4.4	29.4		22.5	28.1	33.7	3.0	2.5	50.0	18.0	B	A
				24.8	22.0	27.5	33.0	5.5	2.0	4.6	17.0	B	A
	23.5	2.5	26.0					6.0		48.0	26.0	B	70
				23.3	19.0	24.3	29.5	5.5	2.0	4.6	17.0	B	A
	23.2	6.0	29.2		22.5	28.1	33.7	3.0	2.5	50.0	18.0	B	A
				21.9	20.0	25.0	30.0	5.5	2.0	4.6	17.0	B	A
NO. IN POS: 243													
$ 160.0 WT'D AVG:	$ 31.0	$ 1.6	$ 32.6	$ 26.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 35.2	$ 4.9	$ 40.1					5.0		48.0	40.0	A	A
AND BELOW	35.2	4.9	40.1					5.0		48.0	40.0	A	A
	35.2	4.9	40.1					5.0		48.0	40.0	A	A
	32.5	0.0	32.5					5.5	5.0	55.0	36.0	B	D
	31.6	0.0	31.6					5.5	5.0	55.0	36.0	B	D
	30.7	0.0	30.7					5.5	5.0	55.0	36.0	B	D
	29.4	1.3	30.7					4.5	2.0	37.0	36.0		
	28.1	2.0	30.1		$ 27.4	$ 28.1	$ 29.2	5.5	1.5	44.0	12.0	B	A
	27.8	2.0	29.8		27.1	27.8	28.1	5.5	1.5	44.0	12.0	B	A
	27.5	2.0	29.5		26.8	27.5	28.1	5.5	1.5	44.0	12.0	B	A
	27.3	0.4	27.7		22.8	26.9	31.0	5.5	4.0	59.0	22.0	75	100
				$ 26.2				4.0	1.0	45.0		E	E
				26.2				4.0	1.0	45.0		E	E
	26.0	4.5	30.5					6.0		48.0	26.0	B	70
	25.7	0.2	25.9		22.1	25.9	29.7	5.5	4.0	59.0	22.0	75	100
	24.4	0.6	25.0					6.0		48.0	26.0	B	70
	22.1	2.0	24.1		20.8	22.1	23.4	6.0		48.0	26.0	B	70
				21.1	17.3	20.2	23.0	5.0	2.0	4.1	17.0	E	E
	20.8	1.7	22.5					6.0		48.0	26.0	B	70
				19.2	15.0	18.9	22.8	5.0	2.0	4.1	17.0	E	E
NO. IN POS: 300													
$ 55.2 WT'D AVG:	$ 29.5	$ 1.3	$ 30.8	$ 21.6									

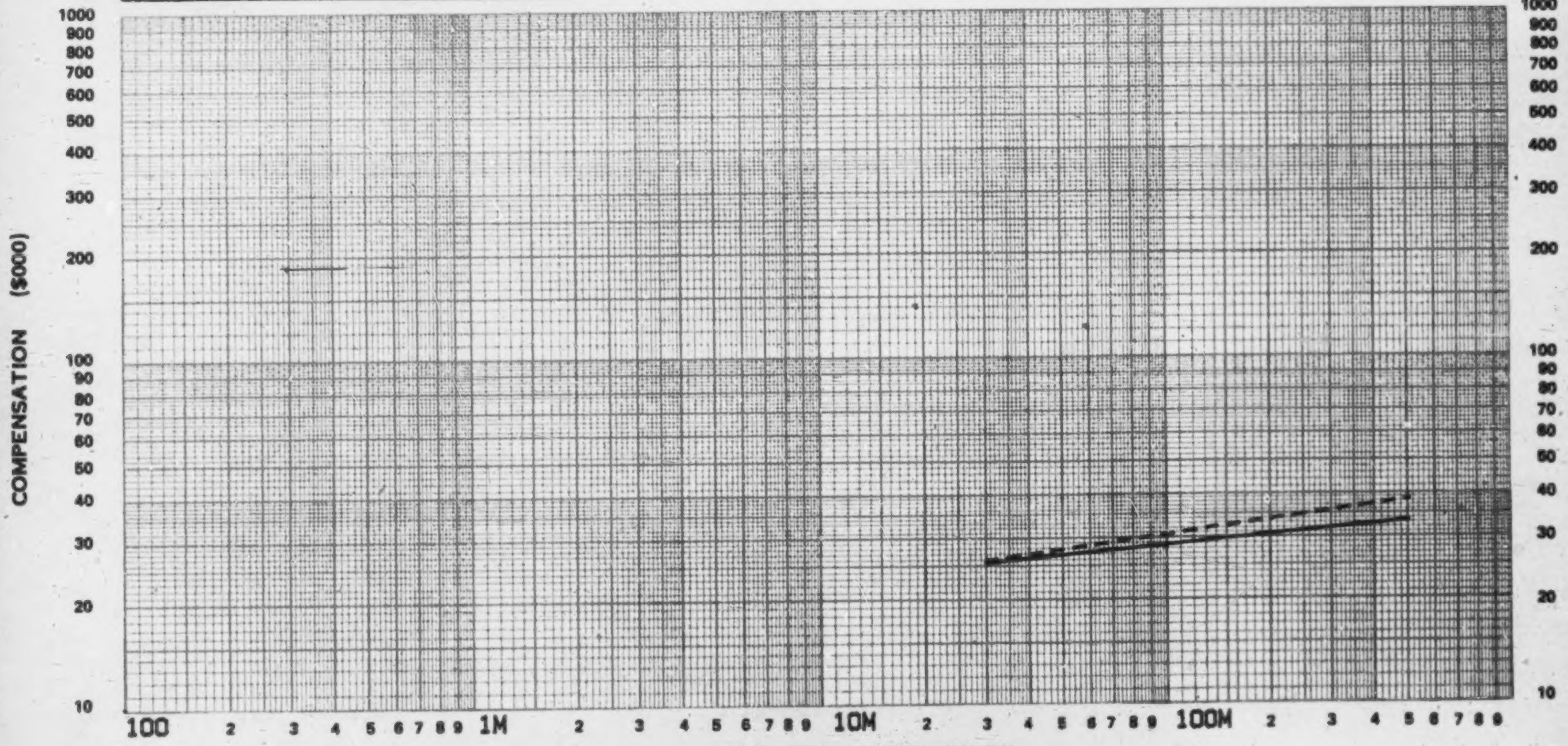
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 35.5	$ 3.1	$ 38.6					6.0	2.0	50.5	52.0		
	34.4	0.6	35.0		$ 28.2	$ 35.3	$ 42.5	5.0	2.0	50.0	13.0	205	205
	33.5	0.5	34.0		28.2	35.3	42.5	5.0	2.0	50.0	13.0	205	205
	33.5	0.0	33.5					5.5	1.0	50.0	10.0		
				$ 33.0	27.0	30.0	35.0	3.0	2.0	44.0	13.0	180	180
				33.0	27.0	30.0	35.0	3.0	2.0	44.0	13.0	180	180
				33.0	27.0	30.0	35.0	3.0	2.0	44.0	13.0	180	180
	32.3	0.6	32.9		28.2	35.3	42.5	5.0	2.0	50.0	13.0	205	205
	28.6	10.0	38.6					5.5	3.0	60.0	52.0	B	B
	24.7	5.5	30.2					5.5	3.0	60.0	52.0	B	B
				20.0				6.0	4.0	55.0	2.0		
NO. IN POS: 244 WT'D AVG:	$ 34.1	$ 2.3	$ 36.4	$ 23.6									
NO. IN POS: 986 $ 174.9 POSITION AVG:	$ 32.1	$ 3.7	$ 35.8	$ 25.2									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.18	1.16
Bonus Co's Total Comp	------	0.35	1.15
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



AVG WKLY STORE SALES

SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE	$ 37.1	$ 5.6	$ 42.7					5.5	1.0	56.0	2.0	B	B
				$ 34.3	$ 31.2	$ 34.3	$ 36.8	5.5	1.5	44.0	8.0	B	A
	33.5	3.7	37.2		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
				32.3	30.8	34.4	38.0	5.0		45.0		B	A
	31.9	4.5	36.4		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	31.0	3.6	34.6		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
NO. IN POS: 123													
$ 69.7 WT'D AVG:	$ 33.0	$ 3.9	$ 36.9	$ 33.6									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9 TO $25.0	$ 39.5	$ 0.0	$ 39.5					5.5		55.0	12.0	B	D
	39.2	1.3	40.5					5.5		50.0		50	E
	37.9	0.0	37.9					5.5		55.0	12.0	B	D
	36.5	1.8	38.3					5.5		50.0		50	E
	35.6	5.0	40.6					5.0	2.0	50.0	24.0		
				$ 33.5	$ 30.3	$ 33.5	$ 34.6	5.5	1.5	44.0	8.0	B	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	32.3	2.7	35.0					5.0		40.0			
				32.0	26.3	32.0	35.9	5.5	1.5	44.0	8.0	B	A
	31.8	3.3	35.1		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
				31.0	27.8	32.4	37.0	5.0		45.0		B	A
	30.6	3.7	34.3		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	30.2	3.4	33.6		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
	28.6	12.4	41.0		28.0	28.6	29.1	5.0		40.0	13.0	B	B
				28.1				5.0		40.0		E	E
				28.1	26.5	30.5	34.5	5.0		45.0		B	A
	28.1	3.4	31.5		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	27.2	0.0	27.2		13.9	22.2	28.4	5.0		40.0		E	E
				26.7				5.0		40.0		E	E
	25.4	0.8	26.2					5.0		40.0	24.0	E	E
NO. IN POS: 396													
$ 33.8 WT'D AVG.:	$ 31.9	$ 2.7	$ 34.6	$ 31.5									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

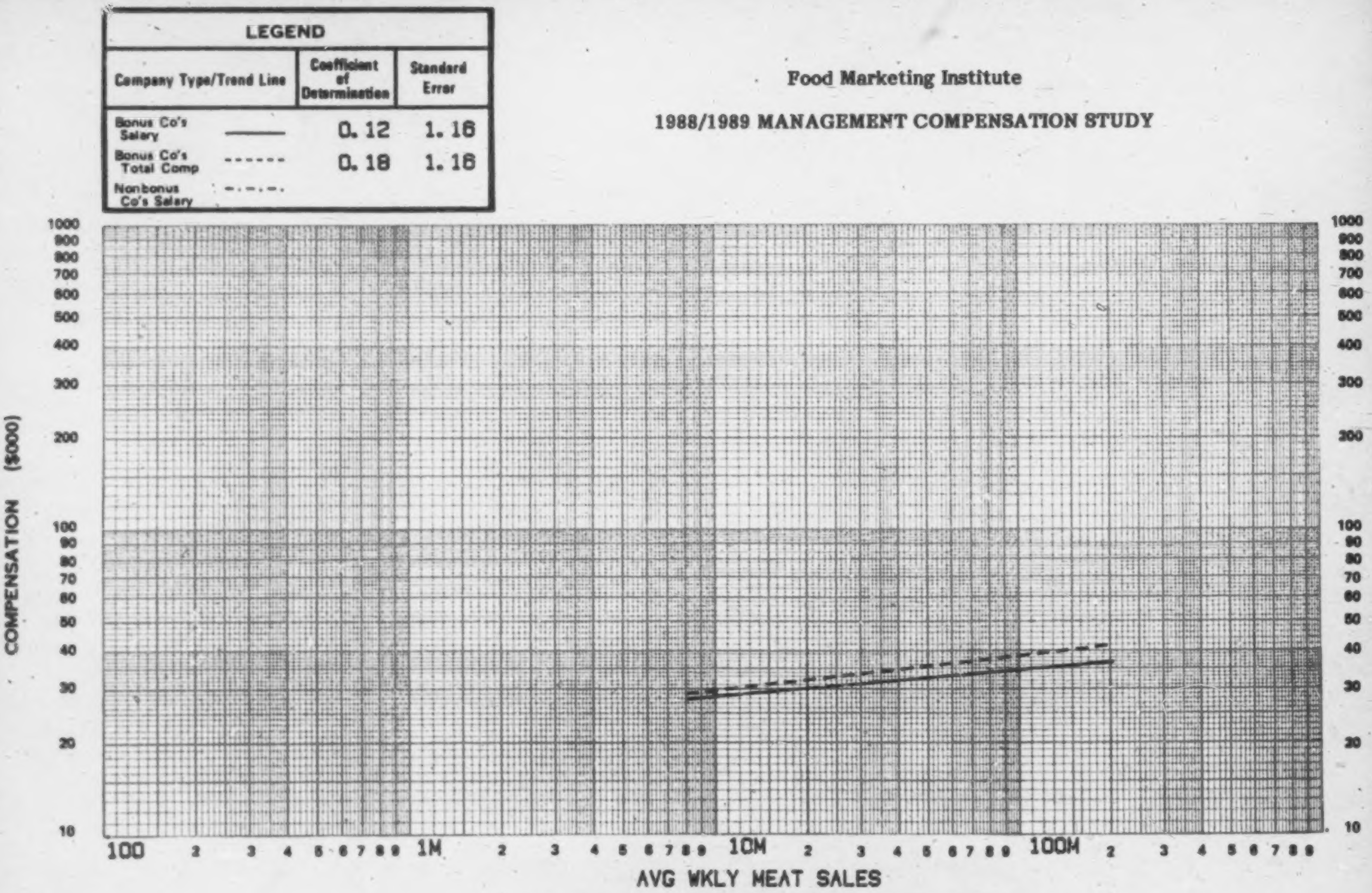
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW	$ 37.7	$ 2.1	$ 39.8					6.0	1.0	48.0	52.0	E	F
	36.7	0.0	36.7					5.5		55.0	12.0	B	D
	34.7	1.3	36.0		$ 20.0	$ 29.2	$ 38.3	5.5		50.0		50	E
	34.0	0.0	34.0					5.5		55.0	12.0	B	D
	33.2	1.4	34.6		18.6	28.5	38.3	5.5		50.0		50	E
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	33.0	2.1	35.1					5.0		48.0	40.0	A	A
	29.9	3.4	33.3		22.9	29.6	36.2	4.0	1.0	40.0	12.0	B	A
				$ 29.0				5.0		40.0		E	E
				28.6				5.0		40.0		E	E
	28.5	2.7	31.2		21.2	28.5	32.1	5.5	1.5	44.0	12.0	B	A
				27.5	25.0	28.3	31.5	5.0		45.0		B	A
	27.2	0.0	27.2		12.8	21.7	27.2	5.0		40.0		E	E
	27.2	0.0	27.2		12.8	21.7	27.2	5.0		40.0		E	E
	27.0	7.0	34.0		24.9	27.0	29.1	5.0		40.0	13.0	B	B
				24.5	20.0	25.2	30.4	5.0		45.0		E	E
	24.4	3.4	27.8		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	24.4	2.8	27.2		17.5	26.9	36.2	4.0	1.0	40.0	12.0	B	A
	24.0	2.0	26.0		20.0	24.0	28.0	5.0		40.0	13.0	B	B
	23.4	0.0	23.4		17.1	20.6	23.3	5.0		40.0		E	E
	23.4	0.0	23.4		13.1	19.7	23.4	5.0		40.0		E	E
	23.3	0.0	23.3					5.0		40.0		B	E
NO. IN POS: 326													
$ 18.0 WT'D AVG:	$ 32.9	$ 2.0	$ 34.9	$ 26.8									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 32.2	$ 0.0	$ 32.2					5.0	1.0	42.0	12.0	E	E
REPORTED	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
	31.6	0.5	32.1							40.0		182	182
				$ 31.0				5.0		40.0	15.0	E	E
				31.0				5.0		40.0	15.0	E	E
	29.9	19.9	49.8					5.5		55.0	52.0	B	B
	29.9	0.5	30.4							40.0		172	172
	29.9	0.5	30.4							40.0		172	172
				28.0				5.0		40.0	15.0	E	E
NO. IN POS: 188 WT'D AVG:	$ 31.6	$ 2.5	$ 34.1	$ 30.7									
NO. IN POS: 1033 POSITION $ 32.9 AVG:	$ 32.3	$ 2.6	$ 34.9	$ 30.1									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #3 - WEST CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, and compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0	MANAGER				$ 45.2	$ 42.6	$ 45.2	$ 46.3
AND ABOVE	ASST. V.P./DIR	$ 43.7	$ 1.1	$ 44.8				
	ASST. V.P./DIR	43.7	2.1	45.8				
	ASST. V.P./DIR	43.7	3.3	47.0				
	MANAGER				42.4	39.4	42.4	43.4
	MANAGER				41.0	37.9	41.0	42.6
	MANAGER	40.1	3.2	43.3		39.0	41.0	43.0
	MANAGER				39.5	35.4	39.5	42.8
	MANAGER	38.4	3.9	42.3		39.0	41.0	43.0
	MANAGER				38.3	36.4	38.3	39.0
	MANAGER	37.9	3.8	41.7		39.0	41.0	43.0
	MANAGER	37.7	3.6	41.3		39.0	41.0	43.0
	NO IN POSITION: 186							
$ 60.4	WEIGHTED GROUP AVG:	$ 40.4	$ 2.7	$ 43.1	$ 41.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$14.9					$ 49.1			
AND BELOW	ASST. V.P./DIR	$ 45.6	$ 3.1	$ 48.7				
	MANAGER	44.2	5.8	50.0		$ 41.6	$ 44.2	$ 46.8
	ASST. V.P./DIR	43.7	1.0	44.7				
	ASST. V.P./DIR	41.9	1.3	43.2				
	MANAGER	40.9	5.0	45.9				
	MANAGER				40.4			
	VICE PRESIDENT				40.4	40.4	42.8	44.1
	ASST. V.P./DIR				39.0			
	MANAGER	38.3	3.9	42.2		39.0	41.0	43.0
		37.9	0.0	37.9		31.7	34.3	37.9
	MANAGER	37.2	3.3	40.5		39.0	41.0	43.0
		36.9	0.0	36.9		31.8	35.3	36.9
		35.4	0.0	35.4		31.2	33.8	35.4
	NO IN POSITION: 319							
$ 7.4	WEIGHTED GROUP AVG:	$ 41.5	$ 2.6	$ 44.1	$ 40.2			
NO SCOPE	MANAGER				$ 40.0	$ 37.0	$ 39.0	$ 42.0
REPORTED	MANAGER				39.9			
		$ 36.3	$ 0.0	$ 36.3		24.3	30.3	36.2
		36.3	0.0	36.3		24.3	30.3	36.2
	NO IN POSITION: 165							
	WEIGHTED GROUP AVG:	$ 36.3	$ 0.0	$ 36.3	$ 39.9			
	NO IN POSITION: 670							
$ 26.9	POSITION AVERAGE:	$ 40.7	$ 2.4	$ 43.1	$ 40.4			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #3 - WEST CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises consumers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND ABOVE	MANAGER				$ 43.3	$ 40.6	$ 43.3	$ 44.2
	DIST.MANAGER				42.8			
	MANAGER	$ 41.6	$ 0.4	$ 42.0				
	MANAGER	41.6	0.7	42.3				
	MANAGER	41.6	1.0	42.6				
	MANAGER				40.5	39.5	40.5	41.3
	MANAGER				39.3	36.9	39.3	40.6
	MANAGER				39.2	37.0	39.0	41.0
	MANAGER				38.2	37.0	39.0	41.0
	MANAGER				37.9	37.0	39.0	41.0
	MANAGER				37.4	37.0	39.0	41.0
	MANAGER				37.4	33.3	37.4	43.3
	MANAGER				37.0	34.8	37.0	37.4
	NO IN POSITION: 368							
$ 67.0	WEIGHTED GROUP AVG:	$ 41.6	$ 0.5	$ 42.1	$ 39.1			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	MANAGER	$ 41.6	$ 0.4	$ 42.0				
	MANAGER				$ 40.9			
	MANAGER	39.6	1.2	40.8				
	MANAGER				38.1	$ 37.0	$ 39.0	$ 41.0
	MANAGER				37.8	37.0	39.0	41.0
					36.4	33.7	37.5	39.0
					34.8	33.7	37.5	39.0
	MANAGER	11.4	0.0	11.4		10.4	11.4	12.4
	NO IN POSITION: 161							
$ 7.8	WEIGHTED GROUP AVG:	$ 40.1	$ 0.6	$ 40.7	$ 39.2			
NO SCOPE REPORTED	MANAGER				$ 37.0			
	NO IN POSITION: 559							
$ 49.0	POSITION AVERAGE:	$ 40.5	$ 0.5	$ 41.0	$ 39.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$650.0 AND BELOW	VICE PRESIDENT	$ 57.8	$ 9.8	$ 67.6		$ 48.4	$ 59.2	$ 70.0
	VICE PRESIDENT	47.0	14.2	61.2		40.1	50.1	60.1
	CEO/PRESIDENT	41.6	0.0	41.6				
	DIST.MANAGER	39.4	10.3	49.7		36.0	41.5	46.3
	ASST. V.P./DIR	37.1	1.0	38.1				
					$ 34.8			
	NO IN POSITION: 25							
$ 71.5	WEIGHTED GROUP AVG:	$ 40.5	$ 9.6	$ 50.1	$ 34.8			
NO SCOPE REPORTED	GROUP EXEC.	$ 74.5	$ 14.0	$ 88.5				
	VICE PRESIDENT	57.8	2.4	60.2		$ 37.3	$ 44.7	$ 52.2
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 60.2	$ 4.0	$ 64.2				
	NO IN POSITION: 32							
$ 71.5	POSITION AVERAGE:	$ 44.9	$ 8.4	$ 53.3	$ 34.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	VICE PRESIDENT	$ 53.1	$ 7.8	$ 60.9	$ 63.8	$ 46.1	$ 56.3	$ 66.5
	VICE PRESIDENT	49.0	12.7	61.7		40.1	50.1	60.1
	ASST. V.P./DIR	39.5	3.0	42.5				
	CEO/PRESIDENT	28.2	0.0	28.2				
	NO IN POSITION:	8						
$ 65.3	WEIGHTED GROUP AVG:	$ 38.0	$ 3.7	$ 41.7	$ 63.8			
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
	GROUP EXEC.	48.6	6.8	55.4		33.8	39.8	45.5
	NO IN POSITION:	7						
	WEIGHTED GROUP AVG:	$ 56.5	$ 3.0	$ 59.5				
	NO IN POSITION:	15						
$ 65.3	POSITION AVERAGE:	$ 47.2	$ 3.4	$ 50.6	$ 63.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$110.0 AND BELOW	VICE PRESIDENT	$ 55.5	$ 9.9	$ 65.4		$ 46.1	$ 56.3	$ 66.5
	ASST. V.P./DIR	44.0	11.8	55.8		40.1	50.1	60.1
	CEO/PRESIDENT	24.8	0.0	24.8				
	NO IN POSITION: 4							
$ 37.3	WEIGHTED GROUP AVG:	$ 37.3	$ 5.4	$ 42.7				
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
	GROUP EXEC.	47.8	6.6	54.4		33.8	39.8	45.5
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 56.4	$ 3.0	$ 59.4				
	NO IN POSITION: 11							
$ 37.3	POSITION AVERAGE:	$ 49.4	$ 3.9	$ 53.3				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	VICE PRESIDENT	$ 55.5	$ 12.5	$ 68.0		$ 40.1	$ 50.1	$ 60.1
	VICE PRESIDENT	46.6	3.5	50.1		43.9	53.6	63.3
	ASST. V.P./DIR	23.2	1.5	24.7				
	NO IN POSITION:	3						
$ 111.4	WEIGHTED GROUP AVG:	$ 41.8	$ 5.8	$ 47.6				
	NO IN POSITION:	3						
$ 111.4	POSITION AVERAGE:	$ 41.8	$ 5.8	$ 47.6				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND BELOW	VICE PRESIDENT	$ 50.8	$ 7.7	$ 58.5		$ 46.1	$ 56.3	$ 66.5
	CEO/PRESIDENT	29.9	0.0	29.9				
	ASST. V.P./DIR	24.6	1.0	25.6				
	NO IN POSITION: 3							
$ 12.3	WEIGHTED GROUP AVG:	$ 35.1	$ 2.9	$ 38.0				
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.8	$ 2.4	$ 60.2		$ 37.3	$ 44.7	$ 52.2
	GROUP EXEC.	49.9	7.0	56.9		46.0	50.4	54.9
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 56.7	$ 3.0	$ 59.7				
	NO IN POSITION: 10							
$ 12.3	POSITION AVERAGE:	$ 50.2	$ 3.0	$ 53.2				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$300.0 AND BELOW	ASST. V.P./DIR	$ 46.8	$ 3.5	$ 50.3				
	REG. V.P./MGR.				$ 36.5	$ 33.1	$ 40.5	$ 47.9
	MANAGER	33.6	7.3	40.9		27.4	34.3	41.2
	CEO/PRESIDENT				24.9			
	NO IN POSITION: 10							
$ 124.7	WEIGHTED GROUP AVG:	$ 36.9	$ 6.4	$ 43.3	$ 30.7			
NO SCOPE REPORTED					$ 48.4			
	ASST. V.P./DIR				44.1	$ 37.3	$ 44.7	$ 52.2
	MANAGER	$ 43.2	$ 6.7	$ 49.9		35.0	41.0	46.5
	GROUP EXEC.	34.5	1.4	35.9		26.5	31.7	37.2
					31.3			
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 35.8	$ 2.3	$ 38.1	$ 37.5			
	NO IN POSITION: 32							
$ 124.7	POSITION AVERAGE:	$ 36.1	$ 3.2	$ 39.3	$ 34.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0 AND BELOW	ASST. V.P./DIR	$ 46.8	$ 0.0	$ 46.8		$ 27.4	$ 34.3	$ 41.2
	MANAGER	32.0	0.0	32.0				
	NO IN POSITION: 3							
$ 67.9	WEIGHTED GROUP AVG:	$ 36.9	$ 0.0	$ 36.9				
NO SCOPE REPORTED	ASST. V.P./DIR				$ 55.6	$ 40.3	$ 50.3	$ 60.4
	MANAGER	$ 45.3	$ 5.5	$ 50.8	36.0	40.0	45.0	50.0
	GROUP EXEC.	35.0	1.4	36.4		26.5	31.7	37.2
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 36.5	$ 2.0	$ 38.5	$ 45.8			
	NO IN POSITION: 12							
$ 67.9	POSITION AVERAGE:	$ 36.6	$ 1.4	$ 38.0	$ 45.8			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	ASST. V.P./DIR	$ 43.6	$ 2.3	$ 45.9				
	MANAGER	35.5	7.6	43.1		$ 27.4	$ 34.3	$ 41.2
	NO IN POSITION: 3							
$ 38.9	WEIGHTED GROUP AVG:	$ 40.9	$ 4.1	$ 45.0				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 64.6	$ 5.0	$ 69.6		$ 43.5	$ 54.4	$ 65.2
	MANAGER	42.0	5.6	47.6		36.0	42.0	47.0
	GROUP EXEC.	33.2	1.3	34.5		26.5	31.7	37.2
					$ 31.0			
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 43.4	$ 3.1	$ 46.5	$ 31.0			
	NO IN POSITION: 16							
$ 38.9	POSITION AVERAGE:	$ 42.8	$ 3.3	$ 46.1	$ 31.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

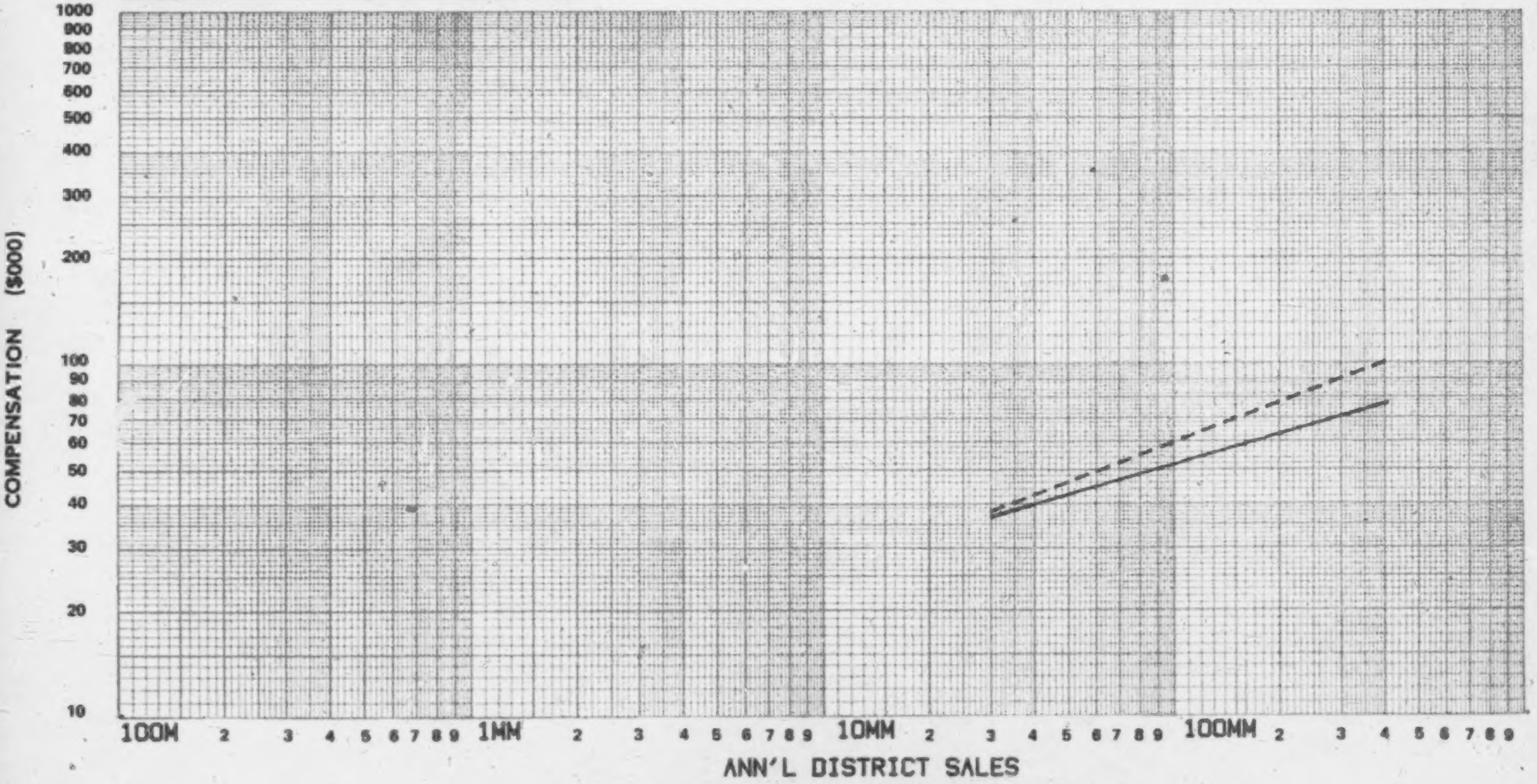
SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0 AND BELOW	DIV. V.P./MGR.	$ 67.3	$ 8.5	$ 75.8		$ 51.1	$ 63.8	$ 79.8
	DIV. V.P./MGR.	67.3	8.5	75.8		51.1	63.8	79.8
	REG. V.P./MGR.	66.5	36.1	102.6		67.3	83.9	100.5
	REG. V.P./MGR.	65.0	16.4	81.4		67.3	83.9	100.5
	ASST. V.P./DIR	63.6	20.1	83.7		49.3	61.7	74.1
	VICE PRESIDENT	62.6	4.0	66.6				
	REG. V.P./MGR.	61.4	10.5	71.9		43.9	53.6	63.3
	REG. V.P./MGR.	49.6	9.0	58.6		43.9	53.6	63.3
	ASST. V.P./DIR	48.1	13.6	61.7		40.3	50.4	60.5
	GROUP EXEC.	31.2	0.0	31.2				
	NO IN POSITION: 64							
$ 176.8	WEIGHTED GROUP AVG:	$ 57.8	$ 15.0	$ 72.8				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 70.1	$ 6.0	$ 76.1		$ 47.8	$ 59.8	$ 71.8
	SENIOR V.P.	54.9	8.0	62.9		47.0	57.0	67.0
		40.6	5.7	46.3		38.0	42.9	47.8
	NO IN POSITION: 184							
	WEIGHTED GROUP AVG:	$ 43.3	$ 5.8	$ 49.1				
	NO IN POSITION: 248							
$ 176.8	POSITION AVERAGE:	$ 47.0	$ 8.2	$ 55.2				

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.76	1.13
Bonus Co's Total Comp	------	0.78	1.17
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0 AND ABOVE	$ 53.7	$ 4.4	$ 58.1					6.0		48.0			
	53.7	19.6	73.3					6.0		48.0			
	46.1	39.0	85.1		$ 50.5	$ 62.0	$ 73.5		2.0	48.0	12.0	B	A
	42.5	5.3	47.8		35.3	43.2	51.1	5.0	1.5	50.0	17.0	B	A
	41.8	6.1	47.9		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
	40.3	4.2	44.5		33.1	40.5	47.9	5.0	1.5	50.0	17.0	B	A
	38.5	2.0	40.5		33.0	41.2	49.4	5.5	2.0	55.0	17.0	150	A
NO. IN POS: 87													
$ 368.5 WT'D AVG:	$ 50.3	$ 14.2	$ 64.5										
$249.9 TO $150.0	$ 53.7	$ 0.0	$ 53.7					6.0		48.0			
	43.4	12.9	56.3		$ 47.6	$ 58.3	$ 69.0	5.0	2.0	48.0	12.0	B	A
	40.8	9.6	50.4		39.8	48.4	57.0	5.0	2.0	48.0	12.0	B	A
	40.5	4.0	44.5		31.2	38.0	44.8	5.0	1.5	50.0	17.0	B	A
	38.5	2.0	40.5		27.2	34.0	40.8	5.5	2.0	55.0	17.0	150	A
	37.5	6.1	43.6		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
	36.9	4.9	41.8		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
	35.0	2.5	37.5					5.0	2.0	55.0	16.0		
				$ 32.9	32.3	33.3	34.2	5.0	2.0	48.0	12.0	E	E
NO. IN POS: 203													
$ 198.3 WT'D AVG:	$ 37.4	$ 4.0	$ 41.4	$ 32.9									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 40.5	$ 7.8	$ 48.3		$ 39.8	$ 48.4	$ 57.0	5.0	2.0	48.0	12.0	B	A
TO	38.5	2.0	40.5		24.7	30.9	37.1	5.5	2.0	55.0	17.0	150	A
$75.0	38.5	3.3	41.8		28.8	35.2	41.6	5.0	1.5	50.0	17.0	B	A
	38.5	2.0	40.5		27.2	34.0	40.8	5.5	2.0	55.0	17.0	150	A
	38.1	3.7	41.8		28.8	35.2	41.6	5.0	1.5	50.0	17.0	B	A
	37.9	2.8	40.7		35.4	42.7	49.8	5.0	2.0	48.0	12.0	B	A
	34.8	5.1	39.9		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
	33.3	5.4	38.7		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
				$ 30.9	28.6	30.3	32.5	5.0	2.0	48.0	12.0	E	E
				30.2				5.0	2.0	48.0	12.0	E	E
	27.0	0.0	27.0					5.5	2.0	50.0	17.0	A	A
	25.0	0.0	25.0					5.5	2.0	50.0	17.0	A	A
NO. IN POS: 213													
$ 116.3 WT'D AVG:	$ 36.3	$ 3.1	$ 39.4	$ 30.8									
$74.9	$ 38.5	$ 2.0	$ 40.5		$ 24.7	$ 30.9	$ 37.1	5.5	2.0	55.0	17.0	150	A
AND BELOW	38.5	2.0	40.5		24.7	30.9	37.1	5.5	2.0	55.0	17.0	150	A
	38.4	3.1	41.5		28.8	35.2	41.6	5.0	1.5	50.0	17.0	B	A
	38.3	4.4	42.7		35.4	42.7	49.8	5.0	2.0	48.0	12.0	B	A
	38.1	2.1	40.2		28.8	35.2	41.6	5.0	1.5	50.0	17.0	B	A
	35.9	4.2	40.1		30.0	38.0	47.0	5.0	2.5	55.0	10.0	B	B
	24.0	0.0	24.0					5.5	2.0	50.0	17.0	A	A
	22.8	0.0	22.8					5.5	2.0	50.0	17.0	A	A
NO. IN POS: 36													
$ 55.3 WT'D AVG:	$ 31.3	$ 1.9	$ 33.2										

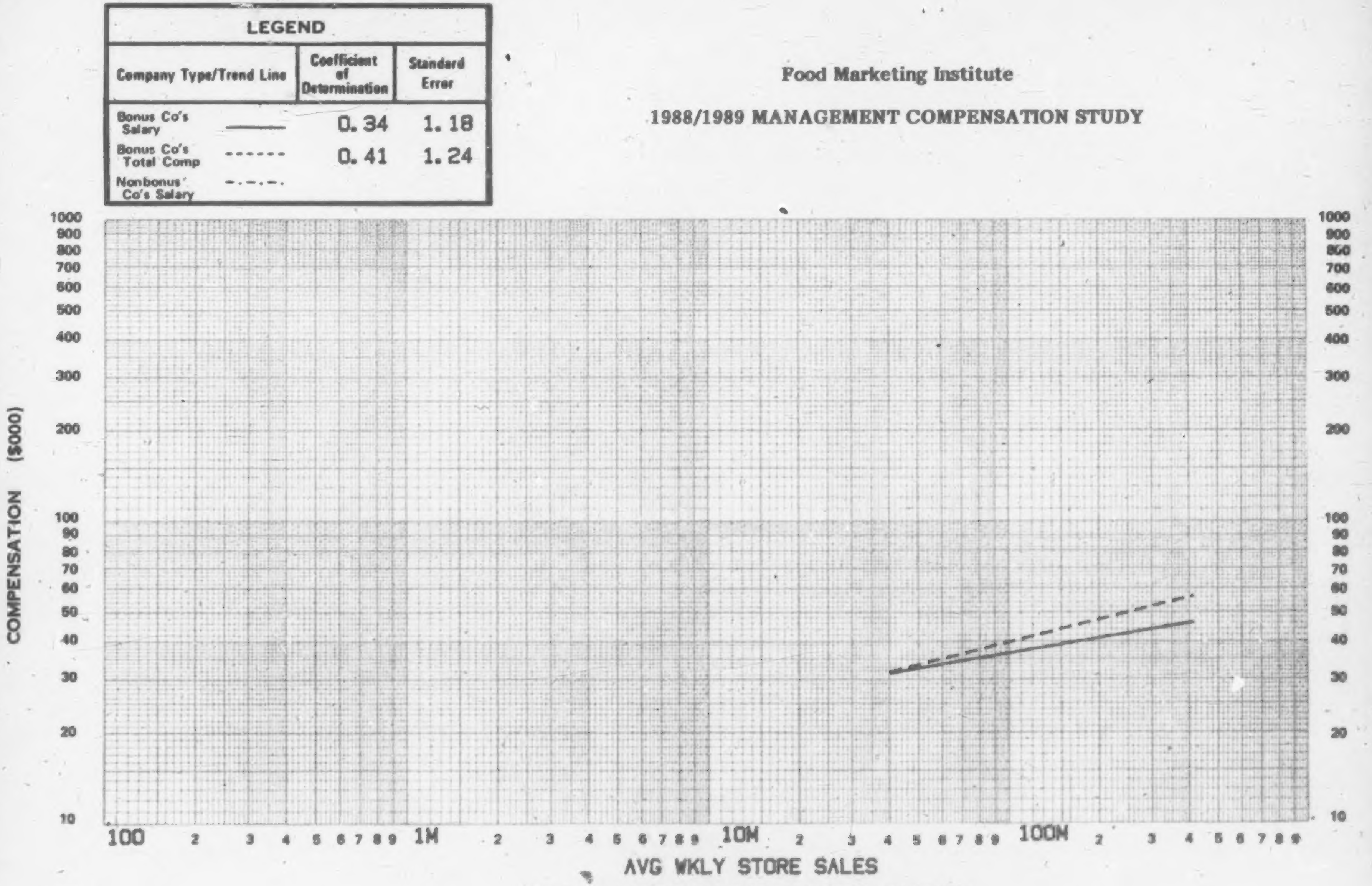
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 67.3	$ 1.7	$ 69.0					5.0	2.0	47.0	17.0	275	275
	66.3	1.7	68.0					5.0	2.0	47.0	17.0	275	275
	65.3	1.6	66.9					5.0	2.0	47.0	17.0	275	275
	64.1	1.6	65.7					5.0	2.0	47.0	17.0	275	275
	60.5	1.5	62.0					5.0	2.0	47.0	17.0	275	275
	56.9	1.4	58.3					5.0	2.0	47.0	17.0	275	275
	52.9	1.3	54.2					5.0	2.0	47.0	17.0	275	275
	48.4	11.6	60.0		$ 40.6	$ 50.7	$ 60.8	5.0	2.0	50.0	13.0	B	B
	44.5	11.0	55.5		33.4	41.7	50.1	5.0	2.0	50.0	13.0	B	B
	43.0	11.6	54.6		33.4	41.7	50.1	5.0	2.0	50.0	13.0	B	B
	40.2	8.9	49.1		30.2	37.8	45.4	5.0	2.0	50.0	13.0	B	B
				$ 31.5	27.3	33.9	40.6	5.0	2.0	50.0	26.0	A	A
NO. IN POS: 1096 WT'D AVG:	$ 50.5	$ 8.6	$ 59.1	$ 31.5									
NO. IN POS: 1635 POSITION AVG: $ 183.8	$ 44.5	$ 6.9	$ 51.4	$ 31.5									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 33.5	$ 3.4	$ 36.9		$ 31.4	$ 37.6	$ 43.8	5.0	4.0	48.0	12.0	B	A
	33.4	8.1	41.5		33.4	40.1	46.8	5.0	4.0	48.0	12.0	B	A
	33.0	3.0	36.0		21.0	27.0	33.0	5.0	2.5	53.0	10.0	B	B
	32.3	3.3	35.6		21.0	27.0	33.0	5.0	2.5	53.0	10.0	B	B
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	23.7	2.4	26.1					5.0	2.0	50.0	16.0		
NO. IN POS: 128													
$ 244.5 WT'D AVG:	$ 26.9	$ 2.5	$ 29.4										
$199.9 TO $100.0	$ 30.3	$ 2.8	$ 33.1		$ 21.0	$ 27.0	$ 33.0	5.0	2.5	53.0	10.0	B	B
	29.8	2.8	32.6		21.0	27.0	33.0	5.0	2.5	53.0	10.0	B	B
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
				$ 22.9	22.4	22.6	23.3	5.0	2.0	45.0	12.0	E	E
				21.5	20.4	20.7	23.3	5.0	2.0	45.0	12.0	E	E
	21.0	0.0	21.0					5.5	3.0	50.0	17.0	A	A
NO. IN POS: 234													
$ 144.6 WT'D AVG:	$ 27.8	$ 1.7	$ 29.5	$ 22.4									

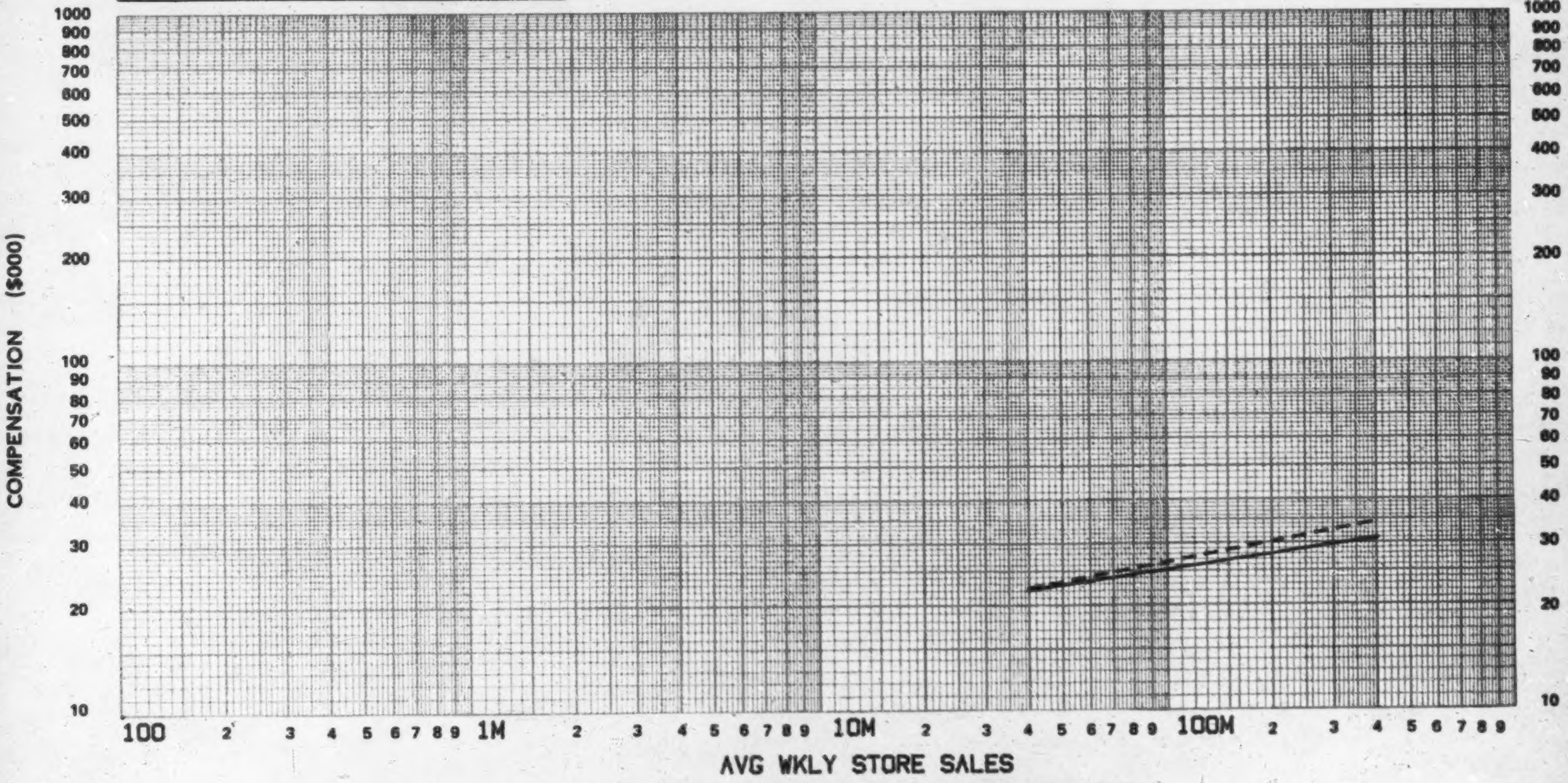
FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9 AND BELOW	$ 30.4	$ 3.2	$ 33.6		$ 21.0	$ 27.0	$ 33.0	5.0	2.5	53.0	10.0	B	B
	29.5	3.4	32.9		21.0	27.0	33.0	5.0	2.5	53.0	10.0	B	B
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
	26.5	1.0	27.5		21.2	26.5	31.8	5.5	2.5	50.0	17.0	125	A
				$ 22.6				5.0	2.0	45.0	12.0	E	E
	19.5	0.0	19.5					5.5	3.0	50.0	17.0	A	A
	19.0	0.0	19.0					5.5	3.0	50.0	17.0	A	A
	19.0	0.0	19.0					5.5	3.0	50.0	17.0	A	A
NO. IN POS: 60													
$ 73.2 WT'D AVG:	$ 23.7	$ 1.1	$ 24.8	$ 22.6									
NO SCOPE REPORTED	$ 29.3	$ 1.6	$ 30.9						5.0	2.0	40.0	B	B
	29.3	3.6	32.9						5.0	2.0	40.0	B	B
	29.3	4.7	34.0						5.0	2.0	40.0	B	B
	29.3	5.9	35.2						5.0	2.0	40.0	B	B
	29.3	7.1	36.4						5.0	2.0	40.0	B	B
	29.3	9.2	38.5						5.0	2.0	40.0	B	B
	29.3	10.9	40.2						5.0	2.0	40.0	B	B
				$ 27.8	$ 23.7	$ 26.7	$ 29.6	5.0	2.0	50.0	26.0	A	A
NO. IN POS: 721													
WT'D AVG:	$ 29.3	$ 6.0	$ 35.3	$ 27.8									
NO. IN POS: 1143													
$ 164.7 POSITION AVG:	$ 27.5	$ 3.0	$ 30.5	$ 27.7									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.32	1.17
Bonus Co's Total Comp ------	0.34	1.21
Nonbonus Co's Salary -.-.-.		



SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

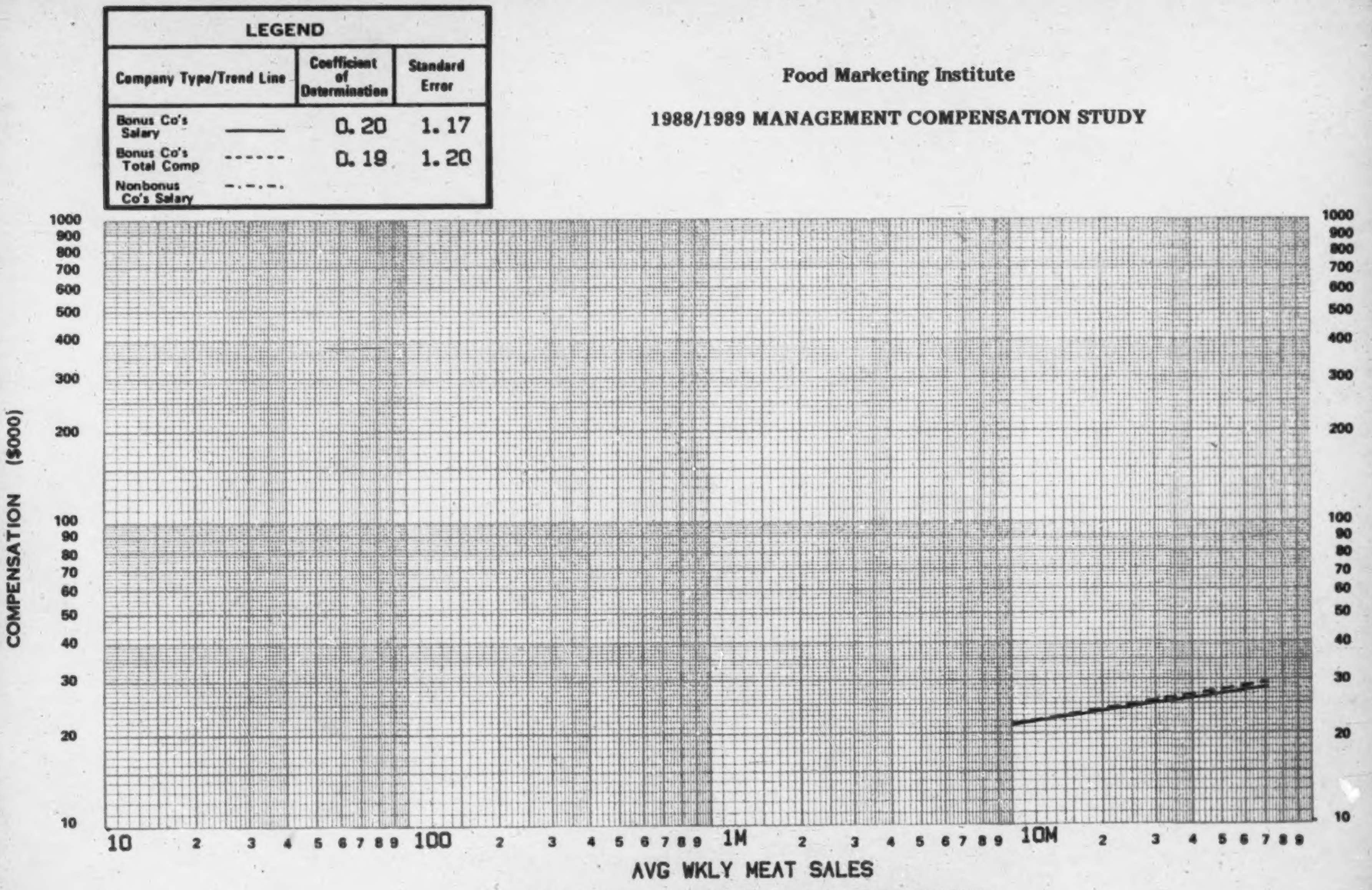
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$75.0	$ 29.2	$ 2.9	$ 32.1					5.0	2.0	50.0	16.0		
AND BELOW	26.3	0.5	26.8		$ 21.7	$ 25.6	$ 29.4	5.5	1.0	45.0	12.0	E	D
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
	26.3	0.5	26.8		21.7	25.6	29.4	5.5	1.0	45.0	12.0	E	D
				$ 25.5				5.0	1.0	45.0	26.0	E	F
				24.8	24.6	24.8	25.2	5.0	1.0	45.0	26.0	E	E
				23.8	21.4	24.0	25.5	5.0	1.0	45.0	26.0	E	E
	22.6	0.0	22.6					5.0	1.0	44.0	15.0	A	A
	19.0	0.0	19.0					5.0	1.0	44.0	15.0	A	A
	17.9	0.0	17.9					5.0	1.0	44.0	15.0	A	A
NO. IN POS: 281													
$ 27.4 WT'D AVG:	$ 26.0	$ 1.0	$ 27.0	$ 24.4									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 29.8	$ 1.3	$ 31.1					5.0	1.0	40.0	13.0	B	B
	29.8	2.9	32.7					5.0	1.0	40.0	13.0	B	B
	29.8	3.7	33.5					5.0	1.0	40.0	13.0	B	B
	29.8	4.7	34.5					5.0	1.0	40.0	13.0	B	B
	29.8	5.7	35.5					5.0	1.0	40.0	13.0	B	B
	29.8	7.4	37.2					5.0	1.0	40.0	13.0	B	B
	29.8	9.3	39.1					5.0	1.0	40.0	13.0	B	B
	22.9	0.0	22.9		$ 19.2	$ 22.4	$ 25.0	5.0	2.5	44.0		B	B
	22.4	0.0	22.4		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	21.8	0.0	21.8		19.2	22.4	25.0	5.0	2.5	44.0		B	B
				$ 21.6	16.8	21.1	25.3	5.0	2.0	44.0	26.0	E	E
	21.3	0.0	21.3		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	20.8	0.0	20.8		19.2	22.4	25.0	5.0	2.5	44.0		B	B
	20.3	0.0	20.3		19.2	22.4	25.0	5.0	2.5	44.0		B	B
NO. IN POS: 847 WT'D AVG:	$ 26.0	$ 2.6	$ 28.6	$ 21.6									
NO. IN POS: 1128 $ 27.4 POSITION AVG:	$ 26.0	$ 1.8	$ 27.8	$ 21.6									

Food Marketing Institute

1988/1989 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL GROCERY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$300.0	SENIOR V.P.	$ 70.0	$ 5.0	$ 75.0				
AND BELOW	DIST.MANAGER	55.7	10.8	66.5		$ 41.5	$ 52.5	$ 63.5
		44.0	4.8	48.8				
	ASST. V.P./DIR	31.8	0.0	31.8				
	NO IN POSITION: 20							
$ 197.1	WEIGHTED GROUP AVG:	$ 53.4	$ 9.2	$ 62.6				

	NO IN POSITION: 20			
$ 197.1	POSITION AVERAGE:	$ 53.4	$ 9.2	$ 62.6

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	DIST.MANAGER	$ 50.9	$ 7.1	$ 58.0		$ 37.8	$ 47.7	$ 57.7
	VICE PRESIDENT	50.3	0.0	50.3				
	SENIOR V.P.	50.0	5.0	55.0				
		49.9	7.5	57.4				
		36.5	1.0	37.5				
	ASST. V.P./DIR	34.0	0.0	34.0				
	NO IN POSITION: 32							
$ 44.8	WEIGHTED GROUP AVG:	$ 49.1	$ 5.1	$ 54.2				

	NO IN POSITION: 32			
$ 44.8	POSITION AVERAGE:	$ 49.1	$ 5.1	$ 54.2

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	DIST.MANAGER	$ 52.2	$ 6.9	$ 59.1		$ 37.8	$ 47.7	$ 57.7
		48.6	7.5	56.1				
	VICE PRESIDENT	46.5	0.0	46.5				
		46.0	2.0	48.0				
	GROUP EXEC.	45.0	5.0	50.0				
	ASST. V.P./DIR	32.9	0.0	32.9				
	NO IN POSITION: 30							
$ 27.8	WEIGHTED GROUP AVG:	$ 48.8	$ 5.0	$ 53.8				
	NO IN POSITION: 30							
$ 27.8	POSITION AVERAGE:	$ 48.8	$ 5.0	$ 53.8				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100. AND BELOW	ASST. V.P./DIR	$ 49.0	$ 0.0	$ 49.0				
	DIST.MANAGER	47.7	5.7	53.4		$ 34.4	$ 43.4	$ 52.3
	GROUP EXEC.	45.0	5.0	50.0				
		38.0	1.6	39.6				
	NO IN POSITION:	21						
$ 36.5	WEIGHTED GROUP AVG:	$ 47.4	$ 4.3	$ 51.7				
	NO IN POSITION:	21						
$ 36.5	POSITION AVERAGE:	$ 47.4	$ 4.3	$ 51.7				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$10.		$ 42.0	$ 7.5	$ 49.5				
AND BELOW	GROUP EXEC.	40.0	5.0	45.0				
	EXEC. V.P.	38.0	0.0	38.0				
		30.7	1.0	31.7				
	NO IN POSITION: 7							
$ 5.3	WEIGHTED GROUP AVG:	$ 39.5	$ 5.2	$ 44.7				
	NO IN POSITION: 7							
$ 5.3	POSITION AVERAGE:	$ 39.5	$ 5.2	$ 44.7				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$40.0 AND BELOW		$ 45.0	$ 2.0	$ 47.0				
		42.0	7.5	49.5				
	ASST. V.P./DIR	39.5	0.0	39.5				
	EXEC. V.P.	38.0	0.0	38.0				
	NO IN POSITION: 9							
$ 15.4	WEIGHTED GROUP AVG:	$ 41.1	$ 3.5	$ 44.6				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.8	$ 6.6	$ 66.4				
	NO IN POSITION: 10							
$ 15.4	POSITION AVERAGE:	$ 42.9	$ 3.9	$ 46.8				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0		$ 55.3	$ 9.0	$ 64.3				
AND BELOW	REG. V.P./MGR.	52.6	8.2	60.8		$ 37.8	$ 47.7	$ 57.7
	ASST. V.P./DIR	43.2	0.0	43.2				
	GROUP EXEC.	40.0	5.0	45.0				
	ASST. V.P./DIR	37.7	0.0	37.7				
	NO IN POSITION: 26							
$ 204.7	WEIGHTED GROUP AVG:	$ 49.6	$ 6.4	$ 56.0				
	NO IN POSITION: 26							
$ 204.7	POSITION AVERAGE:	$ 49.6	$ 6.4	$ 56.0				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$225.0	REG. V.P./MGR.	$ 51.4	$ 6.3	$ 57.7		$ 37.8	$ 47.7	$ 57.7
AND BELOW	ASST. V.P./DIR	48.5	0.0	48.5				
					$ 44.0			
	NO IN POSITION: 8							
$ 185.3	WEIGHTED GROUP AVG:	$ 51.0	$ 5.4	$ 56.4	$ 44.0			
	NO IN POSITION: 8							
$ 185.3	POSITION AVERAGE:	$ 51.0	$ 5.4	$ 56.4	$ 44.0			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 51.0	$ 0.0	$ 51.0				
		48.6	9.0	57.6				
	REG. V.P./MGR.	47.1	9.0	56.1		$ 37.8	$ 47.7	$ 57.7
	NO IN POSITION: 13							
$ 60.6	WEIGHTED GROUP AVG:	$ 48.0	$ 7.7	$ 55.7				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 50.4	$ 3.6	$ 54.0				
	NO IN POSITION: 14							
$ 60.6	POSITION AVERAGE:	$ 48.2	$ 7.3	$ 55.5				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0		$ 55.3	$ 9.0	$ 64.3				
AND BELOW	REG. V.P./MGR.	50.5	7.2	57.7		$ 37.8	$ 47.7	$ 57.7
	ASST. V.P./DIR	42.3	0.0	42.3				
	ASST. V.P./DIR	35.4	0.0	35.4				
	NO IN POSITION: 16							
$ 57.8	WEIGHTED GROUP AVG:	$ 50.0	$ 6.4	$ 56.4				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 48.4	$ 2.5	$ 50.9				
	NO IN POSITION: 17							
$ 57.8	POSITION AVERAGE:	$ 49.9	$ 6.2	$ 56.1				

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$325.0	GROUP EXEC.	$ 75.6	$ 0.0	$ 75.6				
AND BELOW	DIV. V.P./MGR.	67.3	20.3	87.6		$ 50.0	$ 63.5	$ 77.0
	DIV. V.P./MGR.	65.9	5.7	71.6		51.1	63.8	79.8
	DIV. V.P./MGR.	65.2	10.7	75.9		51.1	63.8	79.8
	C.O.O.	60.3	0.7	61.0				
	C.O.O.	60.3	0.7	61.0				
		55.3	7.5	62.8				
	ASST. V.P./DIR	35.5	0.0	35.5				
	NO IN POSITION: 62							
$ 125.4	WEIGHTED GROUP AVG:	$ 66.8	$ 10.5	$ 77.3				

	NO IN POSITION: 62			
$ 125.4	POSITION AVERAGE:	$ 66.8	$ 10.5	$ 77.3

REGION #5 - PACIFIC

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0 AND ABOVE	$ 60.6	$ 0.0	$ 60.6					5.0	.5	50.0	1.0		
	60.0	5.0	65.0							50.0			
	54.8	0.0	54.8					5.0	.5	50.0	1.0		
	50.2	1.5	51.7		$ 48.6	$ 50.2	$ 51.7	5.3		44.0			
	50.2	1.5	51.7		48.6	50.2	51.7	5.3		44.0			
	46.9	20.9	67.8					6.0		48.0			
	46.6	31.8	78.4					6.0		48.0			
	46.4	6.1	52.5										
	46.0	0.0	46.0					5.0		40.0		B	D
	45.0	3.0	48.0										
	45.0	3.0	48.0										
	32.9	0.0	32.9										
NO. IN POS: 411													
$ 329.9 WT'D AVG:	$ 50.5	$ 10.2	$ 60.7										
$199.9 AND BELOW	$ 54.6	$ 0.0	$ 54.6					5.0	.5	50.0	1.0		
	51.5	0.0	51.5					5.0	.5	50.0	1.0		
	47.4	0.0	47.4					5.0		40.0		B	D
	46.6	4.6	51.2					6.0		48.0			
	46.6	11.5	58.1					6.0		48.0			
	46.2	4.3	50.5					6.0		48.0			
	44.3	0.0	44.3					5.0		40.0		B	D
	43.0	0.0	43.0					5.0		40.0		B	D
	43.0	0.0	43.0					5.0		40.0		B	D
	41.2	0.0	41.2					5.0		40.0		B	D
	40.0	0.0	40.0					5.0		40.0		B	D
	35.0	0.0	35.0					5.0		40.0		B	D
NO. IN POS: 106													
$ 144.8 WT'D AVG:	$ 46.5	$ 7.0	$ 53.5										

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED		$ 48.2	$ 10.4	$ 58.6		$ 39.7	$ 50.1	$ 60.6	5.0	.7	45.0	3.0		
		46.4	8.8	55.2		37.8	47.7	57.7	5.0	.7	45.0	3.0		
		46.3	0.9	47.2		34.5	43.4	52.3	5.0	.7	45.0	3.0		
		45.7	7.9	53.6		37.8	47.7	57.7	5.0	.7	45.0	3.0		
		44.8	5.0	49.8		34.5	43.4	52.3	5.0	.7	45.0	3.0		
		44.0	2.9	46.9		34.5	43.4	52.3	5.0	.7	45.0	3.0		
NO. IN POS: 516	WT'D AVG:	$ 46.8	$ 8.9	$ 55.7										
NO. IN POS: 1033 $ 291.9	POSITION AVG:	$ 48.2	$ 9.3	$ 57.5										

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$450.0 AND BELOW				$ 47.3				5.5	1.0	55.0	1.0		
				46.0				5.5	1.0	55.0	1.0		
				45.5				5.5	1.0	55.0	1.0		
				45.5				5.5	1.0	55.0	1.0		
	$ 42.1	$ 0.1	$ 42.2		$ 41.1	$ 42.1	$ 43.2	5.3		44.0			
	42.1	0.1	42.2		41.1	42.1	43.2	5.3		44.0			
	40.0	3.0	43.0					5.0	2.0	45.0	25.0	E	G
	35.0	0.0	35.0					4.0	3.0	32.0	50.0	B	D
	31.5	0.0	31.5					4.0	3.0	32.0	50.0	B	D
	31.5	0.0	31.5					4.0	3.0	32.0	50.0	B	D
	29.0	0.6	29.6										
	29.0	0.6	29.6										
	28.3	0.0	28.3										
NO. IN POS: 216													
$ 330.5 WT'D AVG:	$ 37.7	$ 0.4	$ 38.1	$ 46.7									
NO SCOPE REPORTED	$ 40.4	$ 1.3	$ 41.7		$ 31.4	$ 39.5	$ 47.5	5.5	2.0	45.0	41.0		
	40.3	1.0	41.3		31.4	39.5	47.5	5.5	2.0	45.0	41.0		
	39.8	1.3	41.1		31.4	39.5	47.5	5.5	2.0	45.0	41.0		
NO. IN POS: 278													
WT'D AVG:	$ 40.3	$ 1.2	$ 41.5										
NO. IN POS: 494													
$ 330.5 POSITION AVG:	$ 39.8	$ 1.0	$ 40.8	$ 46.7									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$75.0	$ 40.0	$ 3.0	$ 43.0					5.0		44.0	5.0	E	G
AND BELOW				$ 36.6									
				36.6									
				36.6									
				36.6									
				32.5				5.0		44.0	13.0	D	E
	32.3	0.6	32.9										
	32.3	0.6	32.9										
	28.4	0.0	28.4		$ 13.9	$ 22.2	$ 28.4	5.0		40.0		E	E
	28.4	0.0	28.4		13.9	22.2	28.4	5.0		40.0		E	E
	28.4	0.0	28.4		13.9	22.2	28.4	5.0		40.0		E	E
	28.0	0.0	28.0					5.0		40.0		B	E
	27.8	0.0	27.8		16.2	20.2	27.8	5.0		40.0		E	E
	27.8	0.0	27.8		14.5	20.7	27.7	5.0		40.0		E	E
NO. IN POS: 93													
$ 40.5 WT'D AVG:	$ 32.1	$ 0.8	$ 32.9	$ 35.6									
NO. IN POS: 93													
$ 40.5 POSITION AVG:	$ 32.1	$ 0.8	$ 32.9	$ 35.6									

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #5 - PACIFIC

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, and compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND BELOW	ASST. V.P./DIR	$ 47.3	$ 0.0	$ 47.3				
					$ 45.8			
		39.0	0.0	39.0		$ 33.7	$ 37.5	$ 39.0
		39.0	0.0	39.0		33.7	37.5	39.0
		36.4	0.0	36.4		31.8	35.3	36.4
	NO IN POSITION: 24							
$ 13.0	WEIGHTED GROUP AVG:	$ 42.4	$ 0.0	$ 42.4	$ 45.8			
NO SCOPE REPORTED	DIST.MANAGER				$ 55.9	$ 34.4	$ 43.4	$ 52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	DIST.MANAGER				55.9	34.4	43.4	52.3
	NO IN POSITION: 78							
	WEIGHTED GROUP AVG:				$ 55.9			
	NO IN POSITION: 102							
$ 13.0	POSITION AVERAGE:	$ 42.4	$ 0.0	$ 42.4	$ 55.5			

FOOD MARKETING INSTITUTE
1988-1989 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #5 - PACIFIC

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises consumers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND BELOW	MANAGER				$ 45.7			
					35.3	$ 33.7	$ 37.5	$ 39.0
					33.7	33.7	37.5	39.0
	NO IN POSITION: 13							
$ 12.6	WEIGHTED GROUP AVG:				$ 43.1			
NO SCOPE REPORTED	MANAGER				$ 48.0			
	MANAGER				48.0			
	MANAGER				48.0			
	MANAGER				48.0			
	NO IN POSITION: 57							
	WEIGHTED GROUP AVG:				$ 48.0			
	NO IN POSITION: 70							
$ 12.6	POSITION AVERAGE:				$ 47.1			

APPENDIX: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION 1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SURVEY POSITION 2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company's profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION 3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and the cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION 4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Assures efficient organization practices, including management recruiting, employment, and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SURVEY POSITION 5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION 6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SURVEY POSITION 7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting's systems, procedures, and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION 8: TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size, and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION 9: TOP HUMAN RESOURCES EXECUTIVE (With Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers, and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters, and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 10: TOP HUMAN RESOURCES EXECUTIVE (Without Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, and safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters, and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION 12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION 13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION 14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (With Real Estate)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope: Number of Stores.

SURVEY POSITION 15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (Without Real Estate)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope: Number of Stores.

SURVEY POSITION 16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county, and governmental agencies.

Scope: Number of Stores.

SURVEY POSITION 17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION 18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures, and programs. Coordinates efforts to ensure compliance with federal, state, and local sanitation requirements.

SURVEY POSITION 19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising, and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, nonfood, deli and bakery products. Oversees and controls product procurement.

SURVEY POSITION 20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies, and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION 21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profits and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

Scope: Annual Grocery Sales.

SURVEY POSITION 22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profits and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

Scope: Annual Meat Sales.

SURVEY POSITION 23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

Scope: Annual Produce Sales.

SURVEY POSITION 24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profits and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

Scope: Annual Nonfood Sales.

SURVEY POSITION 25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Grocery Sales in Assigned Stores.

SURVEY POSITION 26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Meat Sales in Assigned Stores.

SURVEY POSITION 27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Produce Sales in Assigned Stores.

SURVEY POSITION 28: FROZEN FOODS MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Frozen Food Sales in Assigned Stores.

SURVEY POSITION 29: DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Dairy Sales in Assigned Stores.

SURVEY POSITION 30: NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Nonfood Sales in Assigned Stores.

SURVEY POSITION 31: DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Deli Sales in Assigned Stores.

SURVEY POSITION 32: BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

Scope: Average Annual Bakery Sales in Assigned Stores.

SURVEY POSITION 33: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Grocery Purchases for Assigned Products (at cost).

SURVEY POSITION 34: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Meat Purchases for Assigned Products (at cost).

SURVEY POSITION 35: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assist in the training of less experienced exempt buyers.

Scope: Average Annual Produce Purchases for Assigned Products (at cost).

SURVEY POSITION 36: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Frozen Food Purchases for Assigned Products (at cost).

SURVEY POSITION 37: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Dairy Purchases for Assigned Products (at cost).

SURVEY POSITION 38: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable source of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Nonfood Purchases for Assigned Products (at cost).

SURVEY POSITION 39: DELI BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Deli Purchases for Assigned Products (at cost).

SURVEY POSITION 40: BAKERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

Scope: Average Annual Bakery Purchases for Assigned Products (at cost).

SURVEY POSITION 41: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION 42: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION 43: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

Scope: Average Annual Division Sales.

SURVEY POSITION 44: SCANNING COORDINATOR

Recommends, coordinates, and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION 45: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

Scope: Average Annual District Sales.

SURVEY POSITION 46: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

Scope: Average Weekly Stores Sales.

SURVEY POSITION 47: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

Scope: Average Weekly Store Sales.

SURVEY POSITION 48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope: Average Weekly Meat Sales.

SURVEY POSITION 49: WAREHOUSE MANAGER (WITH TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

Scope: Warehouse Space in Average Square Footage.

SURVEY POSITION 50: WAREHOUSE MANAGER (WITHOUT TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

Scope: Warehouse Space in Average Square Footage.

SURVEY POSITION 51: PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

Scope: Annual Drug/Pharmacy Sales.

SURVEY POSITION 52: PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

Scope: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 53: ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

Scope: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 54: TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, governmental agencies and the community. (This position reports directly to top management.)

SURVEY POSITION 55: CONSUMER AFFAIRS SPECIALIST/NUTRITION PROFESSIONAL/HOME ECONOMIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquires and complaints. Also responsible for administering in-store consumer nutrition information programs.

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